

BIRD'S NEPONSET REVIEW

VOLUME 28 - 1940



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NEPONSET

REVIEW



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

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Sales Manager Carton Division, A. M. CLAFFEE

Sales Manager Paper Division, A. M. CLAFFEE

Sales Manager Roofing Division, E. L. CHAMBERLAIN

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MEMPHIS, MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

ANNUAL REPORT TO EMPLOYEES

TO THE Members of our Organization:

The Profit and Loss Statement for the year 1939 (on page 3) shows the amount of money received from the sale of goods less the amount spent for labor, materials and other expense items; the amount paid in dividends to stockholders for the use of their investment in plants, equipment and working capital; the amount paid out for additional service compensation, taxes and other items; and finally the amount left over which has been added to Earned Surplus (Savings from Past Earnings Which Have Been Reinvested in Our Business).

You will find this statement complete and clearly stated and, taken in connection with the following comments, it will give you a clear picture of the condition of our business.

PROFIT FOR THE YEAR

Net Profit Resulting from the Manufacture and Sale of Products during the year 1939 was \$483,537.55. This represents an improvement as compared with \$146,258.89 shown for 1938. This improvement took place mainly during the second half of the year and largely as a result of the increase in sales beginning early in the third quarter. Our Net Sales during 1939 were 7% higher than those recorded for 1938. There was some betterment in the competitive price situation in most of our lines of merchandise, although the levels reached were still considerably below those necessary to provide good earnings. In line with increased earnings, all wages and salaries were increased 5% effective December 1st, 1939 and the return

paid to Stockholders for the year was likewise raised.

We received \$274,071.34 from Operating Sources Other Than Plant Operations. This came from interest and dividends on securities owned; loss incurred by Bird Finance Corporation on financing the use of Bird Products; and Royalties which represent sums paid by other manufacturers for the use of patents developed by us as a result of expenditures for Research and Development in past years. This income is only remotely related to the operation of our mills and the sales of our products.

Dividends paid to our stockholders on Preferred and Common Stock amounted to \$434,255.30. This represents a 5% return upon the Preferred Stock and approximately 5% on the Common Stock based upon present market quotations. In addition to Wages and Salaries for the time actually worked, we paid out for the benefit of employees a total of \$523,706.99, in the form of Additional Service Compensation; Service Vacations; Plant Hospitals and Medical Service; Mutual Benefit Association; Bird Club; Suggestion Awards; Pensions; our portion of the assessment for Federal Old Age Benefit and Unemployment Compensation Insurance; and Provision for Statutory Compensation for Occupational Disability. After paying dividends to stockholders we had left \$323,353.59, which was added to our Earned Surplus (Savings from Past Earnings Which Have Been Reinvested in the Business).

During the year we sold a further part of our interest in Building

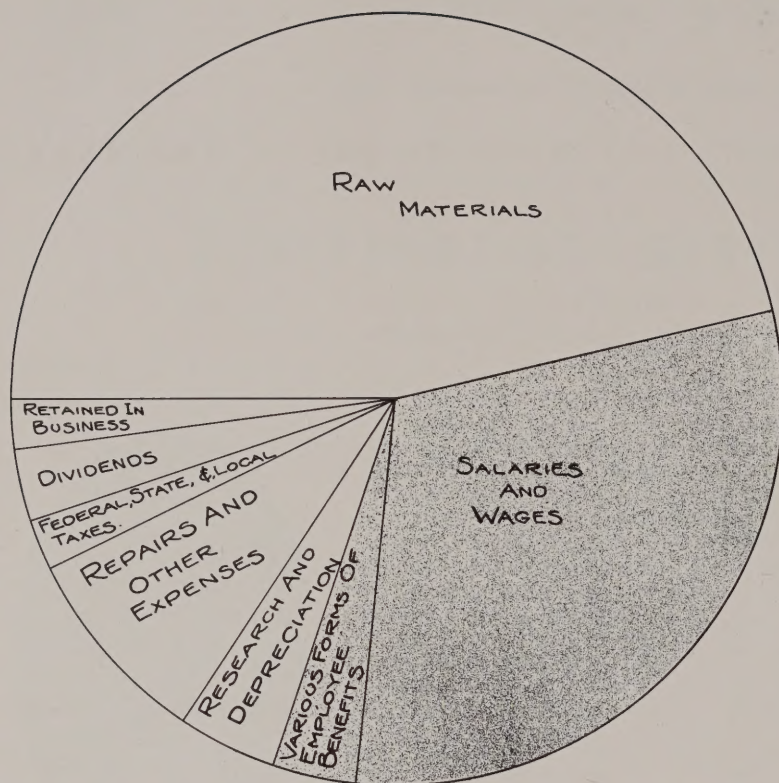


Products Limited of Canada. This represented the sale of a portion of the Assets (What We Own) of our business, and the gain derived from the sale, after providing for Federal and State taxes, was added to the sum left over from operating profits and the resulting sum reinvested in the business.

DEPRECIATION VS. EXPENDITURES FOR PRODUCT AND PLANT IMPROVEMENTS AND BETTERMENTS

During 1939 we charged against Earnings the sum of \$527,305.21 as depreciation to provide for the replacement of machines, buildings and processes which were worn out or out of date due to new and better equipment coming into use. Our expenditures for these purposes actually amounted to \$630,511.59. Expenditures for Research and Development amounted to \$84,815.86.

These amounts were spent in order to keep our plants and processes in proper shape, and to develop improvements in our present line of



we spend the money we receive from the sale of our products. The whole circle represents the total amount taken in from our operations. Each division represents to scale the portion of the whole spent for the specified purpose. This diagram allows you to visualize the portion of our income spent for various items during the conduct of our business.

THE FUTURE

You have done a good job during 1939. Our plants, products and personnel were never in better shape. We are optimistic for the year 1940, notwithstanding the clouds of uncertainty which obscure the general business situation. We may have to work harder, we may have to have more understanding of the other fellow's situation, we may have to make some sacrifices in various ways—but that is all in the game. We will go forward in 1940.

products and insure new products upon which our plants can continue to run.

The average number of employees on our payroll during 1939 was 2514. This number exceeds the all time high of 2374 reported for 1937. We believe we are doing our part in the war against unemployment.

THE COST OF SOCIAL SECURITY

Your attention is called to the expenditure for Federal Old Age Benefits and Unemployment Compensation Insurance—\$177,664.13. This sum represents approximately 4% of the total wages and salaries paid in our business, and first appeared in our items of expense in 1937. We do not question the ideas or motives which require this expenditure. We simply point out that it is now a very substantial item of expense in the conduct of our business and, in time, may quite properly have to take the place of expenditures which we have been accustomed to make for our own type of Employee Benefits in the past.

HOW WE SPEND THE MONEY WE RECEIVE FROM THE SALE OF OUR PRODUCTS

We again reproduce a circle diagram which shows graphically how

President.

These Roofing Salesmen and Executives attended the two-day meet-up held at East Walpole and Boston on February 1 and 2, 1940. Back row, J. E. McLaughlin, S. E. Williamson, M. N. Sisson, P. P. Hutchinson, A. R. Weed, Bernard Becker, J. D. Johnston, M. H. Hubbard, G. G. Sheehan, W. E. Hale, Henry Davis, C. G. Keeler, J. H. Van-Hoy, W. F. Sline, F. B. Ross, Sr., B. L. Sears, G. A. Sayres, W. H. Tylander. Second Row: J. B. Blandford, Chester Rice, R. H. Emerson, R. W. McCahon, C. L. Hammond, R. P. Roberts, E. T. Washburn, A. P. Florence, E. F. Murphy, G. C. Cooper, R. C. Hamilton, R. Y. Hand, W. J. Nelson. Third Row: E. L. Chamberlain, R. C. Floyd, B. H. Roberts, W. W. Ford, E. I. Power, L. D. Jenkins, A. D. Kilham, F. W. Roesler, L. L. Williams. Front Row: T. E. Oakes, F. B. Ross, Jr., H. P. Morton, F. T. Feeley, W. B. Harris, R. A. Beattie, C. M. Phipps.



BIRD & SON, inc.

AND SUBSIDIARY COMPANIES

CONDENSED CONSOLIDATED STATEMENT OF PROFIT AND LOSS

YEAR ENDING DECEMBER 31, 1939

Net amount received from sale of our products, less cost of raw materials and all other items of expense other than depreciation, payments for extra compensation and taxes deducted below		\$1,785,468.06
Provisions for depreciation		527,305.21
		\$1,258,162.85
Other charges and expenses:		
Research and engineering expenses	\$ 84,815.86	
Additional compensation payments based on length of service	176,688.62	
Provision for federal and state income and excise taxes	219,307.21	
Federal old age benefits and unemployment compensation insurance taxes	177,664.13	
Local taxes paid in communities where our plants are located	116,149.48	774,625.30
Net profit from plant operations		\$ 483,537.55
Other income:		
Interest and dividends received	\$157,211.98	
Royalties and miscellaneous income (net)	119,397.76	
	\$276,609.74	
Deduct: Net loss for the year of Bird Finance Corporation—in liquidation	2,538.40	274,071.34
Total profit for the year from plant operations and income from other operating sources		\$ 757,608.89
Deduct: Dividends paid in cash—		
On preferred stock	\$122,297.50	
On common stock	311,957.80	434,255.30
Excess of profits from plant operations and income from other sources over dividends paid to stockholders		\$ 323,353.59
Savings from past earnings which have been re-invested in the business as at December 31, 1938		6,867,166.96
		\$7,190,520.55
Gain from sale of 17,100 shares of Building Products Limited capital stock	\$204,083.34	
Deduct: Provision for federal and state income taxes thereon	47,750.00	156,333.34
Savings from past earnings which have been re-invested in the business as at December 31, 1939 (earned surplus)		\$7,346,853.89



Winners of the annual suggestion awards presented in the Directors' Room on the morning of January 22. Front row left to right: Antonio DiFalco, Flooring Plant; Elmer H. Bartlett, Vice-President and member of the Executive Committee; C. S. Bird, Chairman of the Board who presented the awards; Bennie Palleiko, No. 1 Box Shop, winner of the award for the best suggestion of 1939; John D. Contway, Coal Handling Department. Back row: Edgar W. Ross, No. 1 Box Shop; Augustus Smith, No. 2 Box Shop; Andrew Oates, Phillipsdale, winner for the award for the third best suggestion; Walter Cyr, Maintenance Department, winner of the award for the second best suggestion; and Joseph Donovan, Electrician.

EIGHT RECEIVE AWARDS

AT a meeting in the Directors' Room on the morning of January 22, 1940, eight men received special suggestion awards totaling \$555.00 for the best money-saving suggestions of 1939. The awards were presented by Mr. Charles S. Bird, Chairman of the Board, and Mr. E. H. Bartlett of the Executive Committee was also present.

Heading the list was Bennie Palleiko of the #1 Box Shop who received the \$100.00 award for the best suggestion of the year. His very excellent suggestion which brought him this money was, "Clutch on lower splitter shaft on FXCM-1". The installation of this clutch allows the splitter shaft to turn independently of the rest of the machine when a set-up is being made. This eliminates considerable waste board with every set-up. Because of the excellence of the idea, this suggestion was given a special award of \$150.00 in addition to the award for the best suggestion of the year.

Walter Cyr of the Maintenance Department was the winner of the \$50.00 award for the second best suggestion of the year. His suggestion, "Wooden Ramp at DMP-3" permits the four-wheeled trucks which carry away the broke, to be attached as trailers to the auto-trucks and carried directly to their destination, saving the labor of unloading the broke from these trucks to

another truck outside the door. In addition to the \$50.00 award, this suggestion was given a special award of \$65.00.

For the third best suggestion of 1939 \$25.00 was paid to Andrew Oates of Phillipsdale for his suggestion, "Pipe flanges". This suggestion showed how damaged flanges could be used over by making them into Van Stone joints at a considerable saving in labor, materials, and shut-down time at the Phillipsdale plant. Mr. Oates also received a special award of \$40.00 for this same idea.

Three special awards of \$25.00 each were paid to John D. Countway of the Coal Handling Department for his suggestion, "Electric Safety Switch on Coal Vibrating Screen"; to Augustus Smith, #2 Box Shop for his suggestion, "Lid Markers" and to Antonio DiFalco, Flooring Plant for his suggestion, "Additional Band Irons for Ovens".

The automatic switch which Mr. Countway suggested, shuts down the outside belt conveyor whenever foreign material clogs the screen and thus prevents shutting down the whole conveying system. Mr. Smith's suggestion for marking the lid tabs with a file to indicate the count for each bundle or case, eliminates the extra lid which used to be run through to indicate this count. This saves considerable waste. The

additional band irons at the Flooring Plant ovens which Mr. DiFalco suggested, prevent the sagging of the flooring sheets in the ovens during the hot summer weather. This formerly caused smears and made defective material.

A special award of \$10.00 was paid to Edgar W. Ross, #1 Box Shop for his suggestion, "Larger Friction on Straw Rolls at FXCM-2". There is a saving in brake lining and repairs by using these larger frictions which wear longer.

A special award of \$40.00 was paid to Joseph Donovan, electrician for his suggestion, "Automatic Switch for Coal Scales". This was a 1938 suggestion which was put into effect too late last year to show any definite saving at the time the special awards were made. It has now proved to be a very fine idea and saves a substantial sum in electrical power.

In presenting the awards Mr. Bird spoke of the fierce competition which all business is facing at the present time and the necessity for constantly finding new ways of saving waste and operating more efficiently so that we can keep our costs down and continue to get our share of the business. Mr. Bird complimented the men on the fine ideas which had been in line for special awards this year.

SUCCESSFUL LECTURES

By E. H. COLEMAN

OUR first lecture on January 18 by Prof. J. Alexander Magoun was very well received, with an attendance of over one hundred and fifty. We have every reason to expect an attendance of at least two hundred for the lectures on February 1, "The Art of Human Relations" and on February 15, "Growth in Human Relations" by the same speaker.

No doubt many of you saw the full page article in the Boston Sunday Herald, January 28, by Prof. Magoun. We feel we have been very fortunate in securing such outstanding speakers for the Club and hope that many additional club members and friends will take advantage of the rest of the lectures.

Our speaker for the lectures on February 29, March 14, and March 28 is Dr. Edwin P. Booth. His subject, "History and Current Affairs" is, in reality, a continuation of Prof. Magoun's program.

THE COVER

On the cover — Winter scene at our Main Plant gate. The bushes and trees are covered, not with snow but with frost, caused by condensation from the river nearby. We have been treated with this beautiful sight on several different mornings this winter.



By JOHN WHITE

THE months of December and January were busy and troublesome periods for our team.

Sunday, December 10, in a second round National Amateur Cup game played at East Walpole, Bird & Son won by a score of 5 goals to one. Following this success, we have experienced a series of reverses both on and off the field of play that has ruined our League standing and ended our determined drive in the National Amateur Cup competition, only four games from the final.

After eleven years of play in this series, Bird & Son could finally see a real chance to win the U. S. A. title which has never come to Massachusetts. The clouds began to gather when we were compelled to play the Swedish-Americans on December 24 at Worcester with only ten men. We lost 3-0. The following Sunday we played Ludlow Lusitania at Cambridge again with ten men, and lost 6-2.

In order to bring our team to full strength, two players were signed on assist forms, for the Amateur Cup game.

Drawn to meet Lusitania Recreation at East Cambridge, we managed to field a full and strong team. A terrific battle in water and mud ended in a no score draw after ninety minutes of play. This, by national law, should have given Bird & Son the advantage of playing the re-play game at East Walpole; however, the U. S. Football Association ordered the game back at Cambridge, much to the surprise of all.

This was handicap enough, but when fullback Trznadel, along with Guillett and Walter McKenna, were reported on the injured list, we foresaw the coming breakdown of our power. At the last minute, Michael Rainone, one of our borrowed players, was delayed in reaching the field and Walter McKenna in spite of his injury stepped in and played until Rainone arrived at

nearly half time. That day we fought as best we could against perhaps the best team in the country, but the end came with the Lusitania Recreation team 3 goals, Bird & Son 1.

Since that game we have been unable to field a full team; thus, the management refused to play and take further chances until the boys can do so on even terms with all opponents.

NEW OFFICERS ELECTED

OVER 200 members of the Benefit Association were present at the annual meeting at Bird Hall on January 9, 1940 to cast their votes and elect the following officers: President, Arthur D. Colburn, #1 Box Shop; Vice President, Guy R. Hoyt, #2 Box Shop; Secretary, John P. Walsh, #1 Box Shop; and Treasurer, Ernest W. Oakes, Paper Mill. Mr. Colburn replaces Mr. Rouillard who has served for the past two years as president, and Mr. Walsh replaces Mr. A. W. Smith who has served as secretary since the death of Mr. Dennis Cullinane in 1928. Mr. Smith took over the secretary's duties at that time and has served faithfully and efficiently every year since then.

The vote on the Investigating Committee resulted in the following members being elected: Edward Geraghty, Roofing Plant; Kaino Pane, Flooring Plant; Frank Eisenhauer, Printing Department; Samuel Hunter, #1 Box Shop; and Bertho Chandler, Hospital. This committee is the same as last year with the exception of Kaino Pane who replaces Lyman Small. Mr. Small retired

after continuous and faithful service on this committee since 1926.

The new Nominating Committee for next year is as follows: Charles Cobb, Flooring Plant; Daniel Delaney, #2 Box Shop; and Paul Knight, Beater Room Foreman.

It was voted to continue membership in the Norwood Hospital and to extend a special vote of thanks to Bird & Son for their financial assistance during the year.

The secretary's report showed that the membership for the organization had increased from 2351 in 1938 to 2475 at the present time; 9933 days' benefit were paid to a total of 326 members; 13 received full benefit during the year, and thirteen died; one member received a settlement for total and permanent disability.

During the counting of the ballots Mr. Clyde S. Casady of the Massachusetts Savings Bank Life Insurance Department gave a very interesting talk on this inexpensive form of insurance which is available to every Massachusetts resident. At the conclusion of his talk he answered many questions from the floor.

The new officers of the Benefit Association: Ernest Oakes, Paper Mill, Treasurer, John Walsh, No. 1 Box Shop, Secretary, Arthur Colburn, No. 1 Box Shop, President, Guy Hoyt, No. 2 Box Shop, Vice President.





The newly elected Investigating Committee of the Benefit Association. Back Row: Edward Geraghty, Chairman; Frank Eisenhauer, Printing Department; Kaino Pane, Flooring Plant. Front Row: Bethoe Chandler, Hospital; Samuel Hunter, No. 1 Box Shop.



By S. J. PIRAINO

AT the present writing exactly two rounds have been bowled in the men's league with no postponed matches staring us in the face, thus making the league standing up to date. There was a great deal of good fellowship shown in the past two rounds, with many new acquaintances made, which we all appreciate, doubling the fun received from our bowling meets.

You will notice that the Yankees have a comfortable (or is it comfortable?) lead of 7 points over the Tigers, who, in turn, lead the Dodgers by only 6 points, with the Dodgers, Indians and Sox only four points apart. So you see, the first division is so close that no one dare predict the outcome of the league with every team showing better quality and digging in for every point. Also, please notice the closeness of the second division with the Cardinals, Giants and Pirates only two points apart.

Individual honors go to Julius Aukstolis, the Yankee's right hand man, or should I say, "left hand man". Julie is one of the best left

hand bowlers in and around Norwood. He is a very colorful bowler whose personality is enjoyed by all. Many times he has come through for the Yankees whenever they needed him most—and that's what makes bowlers. Paul Calderone, our tiniest, but mighty, bowler, is a close second.

You could literally cut the gloom that was cast over the Wildcats the night they lost four points to the Dodgers. Incidentally, the Yankees were happier over the outcome than the Dodgers!

One of the lowest scores to date was bowled by Capt. Ed Wenstrom of the Indians who "out-did" himself by bowling as high as 232. Incidentally, he has not bowled since. Wonder why? Don't be discouraged, Eddie.

With only one round to end the season, we are looking forward with much added enthusiasm.

The following is a list of the ten highest bowlers who have bowled two-thirds of the total strings to date:

NAME	TEAM	STRINGS	AVERAGE
Julius Aukstolis	Yankees	54	103.9
Paul Calderone	Tigers	54	101.3
Robert Hunter	Dodgers	42	100.0
Harry Clark	Sox	53	99.7
Alex Alexandrini	Yankees	36	99.0
James Mack	Indians	36	98.7
Moses Bader	Tigers	51	98.6
Sam DiFlaminis	Yankees	42	98.4
Earle Higgins	Reds	36	97.6
William Percy	Indians	48	96.9

LEAGUE STANDING

TEAM	WON	LOST	PER CENT	PIN-FALL
Yankees (FBP)	60	12	.833	26770
Tigers (FBN)	53	19	.736	25867
Dodgers (FF)	47	25	.652	25730
Indians (FBM)	44	28	.612	25614
Sox (FX2)	43	29	.597	25541
Reds (FFP)	30	42	.416	24458
Cardinals (DMP)	24	48	.333	24323
Giants (FX1)	23	49	.319	24490
Pirates (DF)	22	50	.305	24214
Bees (FFM)	14	58	.194	22319

High Individual Single String, Richard Sprague, Giants—142 pins.

High Individual Three String, Henry King (Reds)—350 pins.

High Team Single String, Yankees—564 pins.

High Team Three String, Yankees—1611 pins.

GLEE CLUB CONCERT

BEFORE an audience of more than two hundred, the Bird Glee Club presented its first concert of the season in Bird Hall on Thursday, December 21. Mr. Samuel Kallgren, concert violinist of Norwood, was the soloist.

In a program which included new Christmas carols, Palestrina's familiar "Adoramus Te", and several old favorites such as "The Sleigh" and "Holy Night", the Glee Club maintained the high standard of performance which it has set for itself in other years. Henry Jackson Warren directed, and William Achilles was at the piano. Mr. Kallgren is a fine musician and his part of the program was thoroughly enjoyed by all who attended.

The concert concluded with the singing of Christmas carols by the audience.

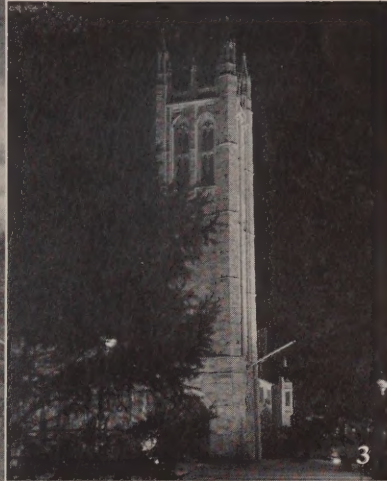
When rehearsals started again, after the Christmas recess, the attendance was so small that it was decided not to continue the Glee Club during the rest of the season.



By M. EDGAR TARR

THE following officers were elected for 1940 at the second annual meeting of the Bird Camera Club held on January 23: President, M. Edgar Tarr; Vice President, Charles W. Griffin; Secretary, Roger H. Sumner; and Treasurer, George W. Burhoe.

Mr. Franklin D. Jordan, inter-



nationally known pictorialist and writer, was again with us and gave an exceptionally interesting, witty and constructive talk. The only criticism the club members seemed to have was, "He didn't talk long enough!" Refreshments were served after the meeting.

The winner of the December competition was Ralph L. Watson of #1 Box Shop with his beautiful picture of a little boy in silhouette looking across Gloucester Harbor. The winning print in the January competition was made by Warren S. Kumblad of the Roofing Plant and was a portrait of his 2½ year old daughter Janice. This was the first print Warren has entered and he certainly crashed in with a bang. You will have to watch out about

fourteen years from now Warren, the "boy friends" will be flocking around the house. Both of these winners will be reproduced in one of our next issues. Watch for them, they are both corks!

By the time this appears, our second annual exhibit will be over and the show will be "on the road" visiting other clubs. Prize winners for the 1939 season (exclusive of monthly winners) were Ralph Watson, #1 Box Shop, highest average for 1939; Fred Eisenhauer, East Walpole, second highest average for 1939; and M. Edgar Tarr, Accounting Department, third highest.

In the 1939 traveling salon Ralph Watson, #1 Box Shop, received the award for the best print; Perley Mudgett, Stock Handling Depart-

These prints received the top awards in the 1939 Bird Camera Club traveling exhibit. The pictures have been "on tour" most of the year and the awards are the result of votes taken at various places where the pictures have been exhibited. (1) First prize to Ralph L. Watson, No. 1 Box Shop, "The Hikers". (2) Second prize to Perley Mudgett, Stock Handling Department Foreman, "Storm Clouds". Tied for third prize, Paul Kugel of Norwood, "Gothic Structure" (3) and Edgar Tarr, Accounting Department, "Embryo Fisherman" (4).

ment Foreman, second best print; Paul Kugel of Norwood and M. Edgar Tarr, Accounting Department, tied for third best print. These prize winning pictures are reproduced in this issue.

The three exhibitors with the highest standing were Ralph L. Watson, #1 Box Shop; Walter Hartig, #2 Box Shop; and M. Edgar Tarr, Accounting Department.

The club looks forward to 1940 with enthusiasm for another big year of progress.

BIRD NEPONSET REVIEW

Vol. XXVIII February, 1940 No. 1

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
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Success is built on small margins. The fastest runner in the world isn't five percent faster than thousands of ordinary runners.

DARD HUNTER PAPER MUSEUM

ON a recent trip to the Massachusetts Institute of Technology in Cambridge, Mr. Phillip R. Allen visited the Dard Hunter Paper Museum which is located at the school. He tells us that he found there a most fascinating exhibit of the art of paper making from the time paper was first invented, about 105 A.D., down to the present time.

The exhibit includes paper making moulds and appliances from China, Korea, and Japan where some of the earliest and finest papers had their origin. On display are some of the earliest colored papers dating from 1580, including a number of examples of imperial envelopes of Korea, all in their original brilliant tones, that have not faded in the least during their long existence. From India the exhibit includes various types of grass and bamboo paper making moulds and another section of the exhibit shows an example of the earliest laminated paper board in the form of a small Persian coffin; also pasteboard from Tibet and Mongolia dating back many years earlier than any attempts of this manufacture in this part of the world.

Mr. Hunter started making this collection 35 years ago and has journeyed to almost every remote corner of the world in order to complete it. In 1934 he visited the last remaining hand-made paper mill in southern Siam and acquired moulds

and appliances there which are now on exhibit in Cambridge.

The museum is open from 9:00 A. M. to 5:00 P. M. Monday through Friday, and from 9:00 to 1:00 on Saturday. Anyone who is at all interested in paper making will be well repaid by a visit to this famous collection.

BLUE CROSS

ONE hundred eighty-two new members joined the Blue Cross in the new group which joined as of February 1, 1940. They will be entitled to full benefits under the plan on and after February 20, 1940.

During the first nine months of the Blue Cross organization here at Bird & Son, hospital bills totaling more than \$2,000 have been paid for 65 Bird & Son members and their families who joined when the plan first started last April.

CHARLES T. DERRY

WE are sorry to report the death of one of our old timers, Mr. Charles T. Derry, retired, of Hyde Park, Mass., who passed away on December 17, 1939, after a short illness.

Mr. Derry started work here in 1897 and for many years was a watchman. After the Floor Covering plant opened he worked for a short time there, and then was transferred to the Roofing Plant, where in later years he served faithfully as a member of the Yard crew. He retired in December 1924, and since then has been living with Mrs. Derry at their home in Hyde Park.

He is survived by Mrs. Derry, a son, a sister, and several brothers.

WILLIAM J. HILL

WILLIAM J. HILL, a trucker for Bird & Son for sixty-six years, died at his home in West Roxbury on December 21, 1939 at the age of 78.

Mr. Hill was well known to every old time Bird & Son worker. He first started as a truckman with Mr. Simon Cheney of Norwood and began making deliveries here at Bird & Son in 1874. In 1886 he bought out Mr. Cheney and continued the trucking business under his own name. In those days he

delivered special supplies to us from Boston and on the return load took back such products as building paper and tack boxes for Boston dealers. In recent years after the motor truck came into general use, he was one of the first truckers in this vicinity to use the roll off type of truck where the body of the truck is left at the shipping platform for loading while the cab picks up another body and makes other deliveries, returning later to pick up the loaded truck.

Through all the years he has been very faithful and reliable in all dealings with Bird & Son and many times has given exceptional service under the most difficult sort of conditions. Both as a friend and a business associate, he will be greatly missed by the many who knew him.

Funeral services were held on Saturday, December 23 at the West Roxbury Congregational Church and many friends from Bird & Son attended.

We extend our sincere sympathy to Mrs. Hill who survives him.

JOHN CORCORAN

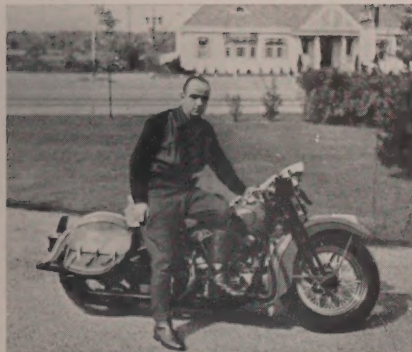
JOHN CORCORAN, a worker at our Floor Covering Shipping Department since May 1923, died at his home 68 Casey Street, Norwood, Saturday morning, February 3, 1940, after an illness of one week.

Mr. Corcoran had been in rather poor health for the past year and was unable to work for several months during 1939, but in October he returned to his job and seemed to be enjoying fairly good health until stricken with his last illness.

During his sixteen and one-half years of service here, he worked in the Flooring Shipping Department and for many years was a gang boss on this work. He was always known as a fine and very dependable worker.

Funeral services were held on February 5 with interment in the Highland Cemetery, in Norwood.

He had been a resident of Norwood for the past forty years. Surviving him are two daughters, Mrs. Madeline Ripley, and Miss Kathleen Corcoran, and a brother Michael of Norwood, and two sisters, Mrs. Catherine Hayes and Mrs. Margaret O'Brien of Jamaica Plain. To the family we extend our sincere sympathy in the passing of one of our loyal workers.



Peter Santoro, No. 1 Box Shop, and his "fiery steed".



By FRANK CLEM

AT the end of the first half of the Norfolk Table Tennis League, the two Bird Club teams, Neponset and Chromalin, were in 4th and 5th places, respectively. The leading team in the first half was Newton, followed by Dorchester and West Roxbury.

In the second half, the Chromalin team is leading the League with 25 out of a possible 30 points, and is expected to finish near the top. The standing in the second half is as follows:

TEAM	WON	LOST	PERCENTAGE
Chromalin	25	5	.834
Newton	22	8	.734
Dorchester	14	6	.700
Neponset	12	8	.600
South Shore	11	19	.366
Needham	7	13	.350
West Roxbury	7	13	.350
Tiot	10	20	.333
Watertown	2	18	.100

RANKING TOURNAMENT

The ranking tournament has turned into a wild scramble for positions, and challenges are being thrown in all directions, with players having to defend their position every time they appear at the hall. The result, because of the fact that there are no outstanding performers, is a continuous change in rankings from week to week.

Those who have held the coveted No. 1 position this season are Victor Babel, Flooring Plant, Edmund Geigle, Main Office, John Woloshyn, Flooring Plant, Lawrence Hewins, Flooring Plant, and Frank Clem, Flooring Plant.

MEN'S INTERDEPARTMENTAL LEAGUE

Activity in the men's interdepartmental League is practically at a standstill and has developed into a series of postponed matches, due to the use of the hall for other activities on Thursday nights. The idea of two halves has already been abandoned and a play off, of the same type employed in the past two years, will be arranged.

OUTSIDE MATCH

A special match between twelve leading Bird Club players and twelve members of Mel Chevers' highly touted North Attleboro-Plainville League players resulted in a whitewashing for Mel's all-stars who were out-classed and badly beaten 24 matches to 0.

GIRLS' LEAGUE

The following is the standing of the Girls' League at the end of the first half:

TEAM	CAPTAIN	WON	LOST	AVE.
Elves	Pauline Babel	26	14	.650
Butches	Lilyan Paquette	25	15	.625
Anacins	Eleanor Carlson	21	19	.525
Canaries	Julia Lewis	14	26	.350
Dopes	Katherine Hennessey	14	26	.350

NEW SPORT— SHUFFLEBOARD

By STEVEN CAVANAUGH

THE Shuffle-board season opened on Monday night, January 15, 1940 at Bird Hall. Bird Club members tried their skill at this game and from all reports from the participants, the sport will prove immensely popular throughout the winter season. Singles, doubles, and mixed doubles matches were played in order to acquaint everyone with the rules and rudiments of the game. The surprising feature of the night was the fact that the women, in many instances, evidenced greater superiority in manipulating the discs. Here is a game in which male and female meet on equal terms.

Refreshments were served during the playing of the matches.

The committee has decided that, owing to the fact that the game is new, and in order to give people time in which to acquaint themselves with its fundamentals, no set schedules for play will be announced. The formation of teams and leagues for the present year will be more or less discouraged. The courts will be available at all times, the equipment will always be at the hall, and

anyone can play whenever he desires. Impromptu matches are already lending approval to this freedom of playing time. Plans for next year will probably include a regular playing schedule.



BE IT RESOLVED

IT is still near enough to New Year's Day to make a suggestion about a few items affecting our health. Dr. Victor G. Hieser, well-known medical authority, has proposed the following set of resolutions, very simple to remember, very effective in maintaining good health, and not very difficult to keep—

1. I shall be moderate in all things.
2. I shall endeavor to get 8 hours of sleep each night.
3. I shall drink 8 glasses of water each day.
4. I shall eat some fruit or vegetables at each meal.
5. I shall consider the weather as well as fashion when it comes to the clothes I wear.
6. I shall try *moderately* hard to live up to all these resolutions.

At an outing last September of the Standard Siding & Roofing Company, Inc., of Alexandria, Louisiana, Mrs. W. B. Walker, wife of the president of the company and Mrs. E. W. Canterbury, wife of one of our southern salesmen "Lectured" on the advantages of Bird Master-Bilt Shingles.



PERSONAL NOTES

MAIN OFFICE AND SALES

ALICE CLEM
ELEANOR BADGER
SABINA COSTELLO
L. T. HARRIMAN

VERA RANSOW
JOHN MURPHY
DOROTHY McEENEY
EDMUND GEIGLE

We welcome to the Roofing Sales Department H. F. Davis and Dana Howe.

Good wishes to Jimmie Conrad who has been transferred from the office to outside salesman in New York City. Just before he left, he was seen sporting ankle socks with a red border. Whoops!

Petite Olivine Tetrault is sporting a diamond received in her Christmas stocking. Just the thing she wanted!

Mary Concannon didn't hurt herself much the other day when she slipped and fell on the floor, but the fact is that the floor had to be repaired! (to prevent similar accidents).

Bertha Broadley, Peg McDonagh and Mary Concannon certainly ought to make outstanding football players. 'Tis rumored that they played a wonderful defense game in the line while waiting to secure tickets to see "Gone With The Wind." To Bertha, who plunged headlong through the crowd and got the tickets, we give three lusty cheers.

We were happy to have Mrs. Matthew Naughton (Kay Broderick) pay us a visit at Christmas time.

Bill Blair proved himself quite a hero at a bad fire in his neighborhood recently. At 4:00 in the morning, he discovered the fire, rescued a family of seven and rang the alarm. No, Bill wasn't just coming home at 4:00 A.M.; he was snug in bed when the fire started.

The Inter-Colonial Ball Room on Dudley Street has been featuring the dancing of our own Hilda Mattson. The line forms on the right, boys.

We all welcome Sabina Costello's return after a long—too long—illness.

Welcome to Bud Williams, the new correspondent in the Flooring Sales Department.

Faith Bagley isn't sure who saved her from "starving" the other day, but she hopes he'll read this and accept it as her thanks. Judging by the way all that candy disappeared, quite a few other lives also must have been saved.

If you want to know what the well-dressed office worker wears on Saturday mornings, ask "Spot" Whitaker! Incidentally, Spot recently returned from a Christmas vacation at his home in Florida. What, no sunburn?

Have you ever heard "The Shadow" speak over a Bird & Son phone? If you haven't, call Larry Lindblom. You will faint, if he doesn't.

Clem McCormack sure got into the spirit of the thing during the Christmas festivities at the office. He really "busted loose".

We certainly miss Bill Sparkes at the office since he has taken over his new duties as a salesman. The best of luck to you Bill.

Heard in the Brigade Room: "If a gold medal were presented to the fastest bridge player, we feel sure Eddie Fitzhenry would not quite get it."

The boy with the bow has been busy around the Statistical Department and here is the result:

Congratulations—

To Mr. Lawrence Martin of Readville who presented Regina Rooney with a diamond on Christmas.



Frank Eisenhower, Nelson Bartlett and Charles Rafuse, the first-aid team on duty the day of the Walpole Winter Carnival.

To Mr. John Adams of Canton whose Christmas gift to Marion Rafuse was also a diamond.

To Mr. Thomas Crimmins of Roslindale whose diamond made Mary Patton's birthday on January 22 a doubly happy occasion.

We extend our best wishes to all the girls and hope that every happiness will be theirs when they take that big step.

We welcome two new members to the Statistical Department, Miss Meriam Savage and Donald Bergquist, who joined us recently and are already part of "the gang".

We are sorry to report that Ruth Wilson is still on the sick list. We hope to have her back with us soon.

Lambert Nelson Anderson is now nine weeks old and doing very nicely, thank you. And his father, as you may imagine, is a proud and happy individual!

We extend our best wishes to Gertrude Brady who recently left to be married. She was given a party by the Stenographic and Mail Room Departments and received a lovely fire-place set from her fellow workers.

We welcome Margaret Ecklund and Dorothy Eckert to the Messenger Service, and bid farewell to Betty Ogilvie and Mary Flaherty who have been transferred to the Stenographic and Billing Departments.

For old stories we refer you to Ray Bock. He knows them all.

The Half-Tones (girls' team in the inter-departmental table tennis league) suffered a stunning set-back when the Office trounced them by the score of 10 to 0. Last year's results were: Half tones, 7, Office 3. Nice peddling, fellows.

For the reenactment of the balcony scene from Romeo and Juliet see the store room window at 10 A.M. and 3 P.M. daily.

Stenographic announces another engagement. Congratulations, Edith Hood. Incidentally, this was predicted in the last Review.

We welcome Mary Stone back after her recent operation.

We wonder why Scotty objects to being called Adam.

For the rebroadcast of Bob Hope's programs get in touch with Mike Triventi.

The annual Stenographic Christmas party was held again in the department this year, where tables were set up and a hearty lunch was eaten by all. Joke gifts were exchanged

and accompanying poems read, Christmas carols sung, and duets of popular songs presented by the two "baritones". Featuring the party's entertainment was Adam Scott's harmonica playing. P.S. The party broke up when mistletoe arrived!

Ruth Brunnell surely must have had a wonderful week end. Did you see her on the Monday morning when she came in with her shoes on the wrong feet?

PAPER MILLS

HERMAN NORDSTROM
FRANK MURPHY
EDWARD GERAGHTY
EDWARD COSTELLO
CAROLYN DELANEY

MARY DRISCOLL
PETER GLEBUS
JOSEPH JARLIS
ERNEST STATHER
LAWRENCE BALDUF

We were sorry to learn that Harry Godkin hurt his back when he fell from a ladder while working on his home. We hope he will be able to return to work very soon.

Curtis Boyden and Frank Nyborn, who enjoy ice fishing of sorts, are always arguing about who caught the largest fish. It's a good thing for the reputation of the Maintenance Department that Frank mentioned the length of his biggest catch first. After that, it was easy for Curt.

We were all sorry to have Mike Burke leave us on Friday, January 12, but we wish him the best of success at his new job with General Electric in Lynn.

We extend a hearty welcome to Alfred Saterdal, the new messenger at the Mill Office.

Revell Fisher is riding around in a new Chevrolet.

We believe that John McKale, in the Stock Transfer Department, is the tallest worker in Bird & Son—six feet, eight inches!

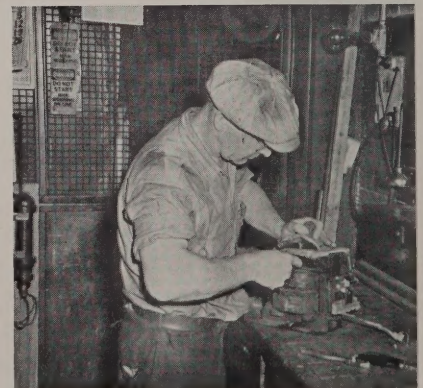
Congratulations to Ernest Oakes, who has been reelected Treasurer of the Benefit Association.

Seen at the Bird Club banquet last fall—

- Frannie Bannon and Eddie Welch, trying to settle the question as to who are the most chicken pie.
- A certain gentleman from the Piping department who spent the entire evening in close conversation with the charming lady conducting the orchestra.

We welcome Evelyn Perry to the Cartridge

Joseph Donovan, East Walpole electrician repairing a solenoid brake for a motor.



Cutting Department and hope she will like her new work.

The girls in the Cartridge Cutting Department witnessed the Ice Follies recently in Boston Garden, and have all gone in (in a big way) for new skates.

John DeCosta is recovering from an operation at the Norwood Hospital. We wish him a speedy recovery and hope that he will be back with us soon.

PHILLIPSDALE

REXFORD H. SALISBURY
DAVID S. LOWRY

JOHN H. NOLAN
LESLIE E. HOWARD

We welcome Oscar Lambine, who has been transferred from East Walpole, and Leon Eatough. Both of these men are now working in our engine room.

George Condry has been transferred from the office to the beater room where we hope he will like his new work.

We are glad to report that Mrs. Fred Pierson, who has been very seriously ill, is now improving rapidly.

New cars this month include Johnnie Nolan's new Pontiac and Joe Silva's new Ford, both of which look pretty nice.

We congratulate Andy Oates who won annual suggestion prizes totalling \$65.

Our new warehouse is advancing rapidly to the finished state and we expect by the time this is printed it will be almost completed.

Among our skating enthusiasts is one, Robert W. Pearson, who, we understand, is quite an instructor.

BOX FACTORIES NO. 1 BOX SHOP

JOHN P. WALSH
EARL BOYDEN

JOHN PHELAN
HELEN SIRONKA
RICHARD SPRAGUE

Lena Koestner got 3 cubes of ice and a hoop for Christmas, from her boy friend. (An engagement ring to you.)

Connie Calderone, Peg Grosso and Frances Maroney received hope chests.

Lillian Blanchard, formerly of the Box Shop, has joined the ranks of the blissful. She is now Mrs. Eldridge Arenberg of Brockton. Good luck, Lillian.

Henry Ceglarski, the office fashion plate, is now driving about in a new car. Now he will be able to get some of those "dates" he has yearned for.

Tony Unaly has been visiting his friends in the Box Shop recently, while recovering from a long serious illness. We hope to have him back with us soon.

Lewis Walter has had a bit of hard luck lately. His daughter was operated on for appendicitis, but is getting along fine now.

We recommend to Mike Sameski that he stuff the toes of his rubbers with paper, so he won't lose them again in the crowded bus on Saturday mornings!

Lena Koestner, Frieda Baldur, Josephine Babel, Frances Maroney and Helen Sironka spent an enjoyable evening at Mrs. Leo Murphy's home in Milford. (She was the former Lucy Troiano.) It was there that Josephine met her latest heart throb who held her hand all evening, or did she hold his?

Whitey Readel was the last vacationer for 1939. From all reports it was an extremely quiet one—and over New Year's at that!

We extend our sympathy to Ellen Ahlman in her recent bereavements—the deaths of a brother and a sister-in-law.

We wonder what is in the back of Antoinette Puopolo's mind. Happiness seems to shine on her face lately and we have our suspicions.

We thank John Barrett for the chocolates he passed around during Christmas week.

Congratulations to Bennie Palleiko who joined the ranks of married men on Sunday, January 21. The next day Bennie got a pretty fine "wedding present", receiving \$250 in special awards for one of his suggestions which was named the Best Suggestion of 1939. The boys in the department presented Benny with a three-way floor lamp for his new home.

Mr. and Mrs. John Cooke are receiving congratulations on a son born in December. We predict another soft ball pitcher!

NO. 2 BOX SHOP

JOSEPHINE ROSE
ALICE BRADY
HELEN CEGLARSKI

ALMA WALSH
THOMAS WOOD
VAUGHN ALLEN

We welcome John Clancy back after his illness.

Howard Young met with a very painful accident while using an electric planer at his home, cutting two fingers. Latest reports say that he is getting along well.

Catherine Brady spent New Year's week end in Holyoke, Mass.

We welcome Tony Montisano back after his recent illness.

Bud Shusta was seen in Norwood center the other night, wearing an all green outfit (hat, coat, suit, shoes, tie and shirt). All he needed was a set of lights and he'd have looked like a Christmas tree.

George Towle is out sick. We all wish him a speedy recovery.

Al Lipinski is taking up fancy skating these days. Keep it up, Al, maybe you'll be able to do your stuff next winter at the Walpole Carnival.

Latest news from the front: Red Johnson, that "He man" amongst men, has taken up crocheting to while away the time.

The usual scene at our lunch hour is the great orator, Frank Congressman O'Neil and Bartley Curran discussing news of the day and arguing as to who is who.

How do you like Frank LaCivita's misplaced eyebrow? He says he can't shave it off because he has a cold sore (we wonder).

Rose Ruggiero has been displaying a swollen jaw, but we honestly believe Rose, that it was a tooth you had extracted.

Frank Hartig goes on the snow train every week end. We wonder if he still wears those gabardine shorts that he wore when he who-who'd the girls at Hampton Beach last summer!

With tears in his eyes, Ben Harrison parted with his Ford roadster. He sold it.

Mike Sadoway is learning to play basketball Wednesday nights at the Walpole High School. Why not get some sneakers Mike; then it will not be so tough on your feet.

This picture of the Bird Club Banquet last November arrived too late for use in the last issue of the Review. Can you find yourself here?





Constance Nyborn, daughter of Frank Nyborn of the East Walpole Laboratory, and her pet dog Nemij, taken at Brookline, New Hampshire last summer.

Eino Heikkila is wondering whether he should give up running or not. His reason is that he is getting too old. How about Clarence DeMar? He's still running, Hokus!

Orazio Carchedi wishes to thank whoever sent him the lovely Christmas card he received.

ROOFING MILL AND OFFICE

ARTHUR McKENNA	HAROLD MATTSON
JOHN WHITE	WILLIAM PERCY
LEREOY WALTON	BRUCE FARRAR
MAXMILLAN RABINOVITCH	KENNETH STUBER

We are glad to see Frances Whitty back at work after a recent illness.

Camillo DePlacido is building a new home on Washington St., Walpole.

Jim Mack is sporting a new 1940 Oldsmobile. Watch out Jim. The next move is matrimony.

Horace Greeley's old adage "Go west young man" was done in reverse by two Roofing Mill workers, Carl Altonen and Mickey McSwain. They found after spending three months on the West coast that the grass was just as green in their own back yard after all. From all reports, they had a swell time.

At this time our bowling teams seem to be the class of the League. The three teams here are placed one, two and four respectively.

We nominate Bill Bothwell for the title of Champion One Hand Typist and Manuel Coneja for Champion Long-Distance Eater.

Gordon Eaton celebrated New Year's Day by welcoming his baby son. Incidentally the youngster has a \$5 bank account contributed by a gasoline company to mark his timely arrival.

It's no good, Harry Dresser. The only way to get a new car these days is to buy it. This business of swapping plates has been tried before. It is as old as the "Statute of Liberty play". Although you managed to fool the Norwood Police, the boys at the mill are from Missouri.

Incidentally, Harry should shake hands with Peter Didick. Peter spent two days looking for his car after parking it in South Boston. At this writing we are not sure, but we suspect that he forgot where he put it, too.

Mike Damules has been quite sick. We are glad to say he is on the road to recovery and should be back soon.

The "luck of the Irish" is well known. Of

all the employees at the Roofing Plant, Patrick Maguire of No. 5 machine was picked to receive the one test roof that was given away.

We are glad to see Newell Tibbetts back to work after his illness.

Frank Ventresco left us the first of the month. We are all sorry to see you leave, Red, and hope you enjoy your new job.

The foremen of the Roofing and Flooring Plants combined again for their annual party on January 20th, going in town to eat and see the Ice Follies. As the 20th was a Saturday, they had Sunday in which to rest up! All were back on the job Monday morning.

Tony Utorka was an unsuccessful candidate in the recent sticker election in Norwood for "Constable". Better luck next time, Tony.

Charles Delphy is on the sick list at this writing. We send our best wishes for a speedy recovery.

John Treciokas is also out sick. We hope he will be back soon.

Walter Bragg has a special method of starting his car in cold weather. He tries the starter first; if that doesn't work, he gets out and pushes.

We have real talent at the Roofing mill. Playing prominent parts in the recent Fireman's show were Ray Call and Bill Jonah. George Gross also is wanted in Hollywood.

We are glad to see Jim Plosinski back after three weeks' sickness.

We see Joe Roslauskas is walking to work these cold mornings. Don't tell us that they moved that pole out into the middle of the road and you struck it again!

We have four shuffleboard enthusiasts—Charles Seavey, Edward Hiller, Roy Walton and Stanley Sallie. They have been practicing on the sly and are now waiting for a challenge.

Joe Kowolowski says we are going to have an early Spring. If his predictions on the weather are up to his standard of predictions on our running time, the birds should be returning from the South any time now.

Recently Fred Turco joined the ranks of the benedicts. We wish you all the luck in the world, Fred.

Eino DiBerto spent the first week of the year at the Mass. National Guard Camp.

You have all heard about the man who got a black eye running into a door. George E. Smith varied that alibi a little. He claims he forgot to duck when he closed his car door. It sounds good, George.

Beverly Ballard is the proud father of a baby son. Both mother and son are doing well, and we hear that Beverly also came through pretty well!

They call the game pitch, but when Bill McLaughlan, Coleman Foley, Ed Johnson, Pat Feeney, Henry Smith and Henry Grover get together noon hours, Stanley Phillips says it's more like the battle of the Marne!

Our hospital has standing room only these days from 8 to 10 A. M. Is it hospital care or the new nurse that draws the crowd?

Winsor Bowden will enter into the field of matrimony some time in March. Good luck, Winsor.

We wish to express our sympathy to Jack Bailey in the recent death of his mother-in-law.

Ned Bellew is going to get caught being at home some night when the boys go down to visit him. How about it, Ned?

Ray Monahan has been seen on the Worcester Turnpike quite often in the past. What's the attraction, Ray?

Frank Blazis purchased a brand new Pontiac coupe. Nice Going!

The bowling match between Tony Richardi and Howard Bearce, and Stanley Jurgalevich

and Roger Percy was a cinch. Roger and Stanley were easily the winners.

Francis Nichols is walking for a few months now. We wonder what all the girls are doing without him and his car.

Edward O'Neil has returned to work after a recent operation at the Norwood Hospital. Welcome back.

FLOORING MILL AND OFFICE

ANGELO MACCHI	LEON ZINKOWSKY
THOMAS PAQUETTE	ALBIN VIETZE
LAURENCE GAMMELL	THOMAS BURNS
JAMES BUNKER	EDWARD TRAVERS
FRANK SHIMSKY	

We understand Tom Brady tried to lay floor covering in a bathroom, but finally had to send out an SOS to Francis Sheehan to help him.

Joe LeBlanc says "There may have been water in my cellar, but none in my brain, because now I have a school right next door."

What would happen if Fred Sachs called the wrong number? Maybe he'd get a busy buzz.

It looks like Dick Greene is jealous of Peter Knox. Peter has been dreaming about Hedy LaMarr.

Marion Kissell and Warren Hilton had recent additions to their families—but neither is a prospective machine tender—both were girls.

We offer our sympathy to our politicians Joseph Traylor and Hugh Gilmartin who suffered defeats in their respective quests for political offices. Better luck next time, boys.

Since the football season has ended, the boys have nothing much to wager their money on, but "Soap Chips" Cherry has a new wrinkle. He asks Nickerson what his barometer reads and then bets on the weather. Beware of this reckless better.

We understand Little Boy Blue Gowing is in search of a book on etiquette. Emily Post knows the answer to a lot of things, Ward.

John Savis is back after a short illness. We are glad to see him.

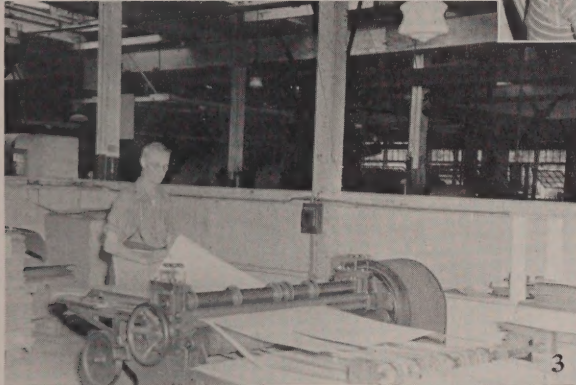
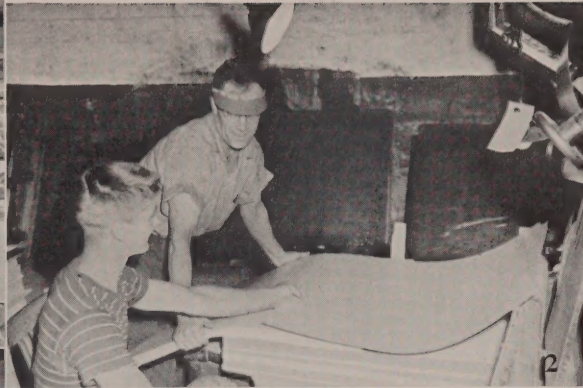
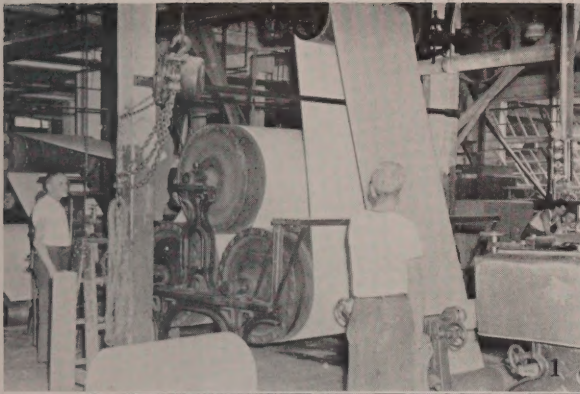
Some of the fellows here do their bird hunting right in the department. Just recently a large hawk was reported "bagged".

Thomas Maguire is at the end of a rumor which has it that soon he shall march down the middle aisle! Best of luck, Tom.

Charles Novick is back at work after an appendicitis operation.

Warren Manson, Roofing Plant, with two of his thoroughbred prize-winning Chow dogs.





One of the important products made at the East Walpole Finishing Mill is Pressboard. (1) The Pressboard combiner being operated by John Sigmund and Patrick Costello. (2) John Hrenchuk and Ralph Thayer inspecting sheets coming off the end of the Pressboard machine. (3) Holly Dyer scoring Pressboard. (4) Final inspection of Pressboard after it leaves the scoring Machine. Left to Right: Mary Nixon, Elsie Gottberg, Catherine Robertson, Edna McMahon and Fern Rafuse.

The stock sheds are fast becoming quite a problem. The other day a new man came down to work, and having gone out into the sheds, could not be located for four hours.

John Phillips is on a diet. He drinks only two quarts of milk a day now.

Irving Smith is, by a hair, the tallest man at our Plant. There's no chance of his seeing what's on the floor without opera glasses.

We hear that Campbell Soup Co. is going to hire Bill Colmer to test all their soups.

Joe Destito's dog presented him with nine German police puppies. If you want one, see Joe right away.

Halvar Tolander is trying to raise a mous-tache, because it may help him to get through leap year safely.

Bob "Hairtrigger" Wilson bagged another one on his last hunting trip. It seems that Bob never misses a deer once he draws a bead on it.

Wallace MacDonald has been visited by Dame Fortune, who left him a brand new Chevrolet.

Stuart Nickerson and our poultry king, Evan Ostrom, are seriously thinking of embarking into the turkey business as a hobby.

The present war fervor is taking its terrible toll already. Our sturdy, sterling, streamlined student defenders Officer Elliot Webber and Private Lawrence White have purchased all available top lead soldiers and are waging

many a terrible "battle" against each other on some one's polished dining room table. It is gratifying to know that the knowledge of military tactics so gained will cause alien enemies to think twice before attacking our country.

Incidentally, these two boys should have no trouble in enlisting Wilho Waukhonen to assist them; Wilho's particular interest is in the infantry branch—or have we been mis-informed?

Congratulations to Bill Pratt on his promotion as foreman of the Paint Room. Good luck, Waldo.

Anyone able to read a pedigree sheet please see Bill Alukonis. From all we could make out, the dog was a graduate of Harvard Medical!

This certainly is a dog's world. Jesse Ghen got one for Christmas and has been living a dog's life ever since.

Anybody knowing the shortest way to Foxboro, please tell Bartley Coyne. There are times when he has to make time.

Leo Paddock is fortunate in not having been more seriously hurt in his recent auto accident.

Mario Scampini ran for constable recently, but received more votes for School Committee than he did for constable.

'Tis happy we are to announce that the stork called twice in January to drop gifts from heaven into the households of William Fitzgibbons and Fred Bress. No doubt potential presidents or at least vice-presidents.

A well stuffed purse was one day opened by Wilho Waukhonen and from within was withdrawn the necessary gold. Why? Yes, you guessed it—a brand new Chevrolet. Watch out now, girls!

Anyone wishing to have wedding pictures taken, or pictures that will make them look younger, see Elliot Webber or Gordon Ginn.

SHREVEPORT MILL AND OFFICE

GRACE FULLER

CHARLES HOUGHTON
ROBERT JENKINS

Our No. 1 sales correspondent H. B. "Bo" Beauchamp, now our sales representative in Oklahoma, says he likes the Indian country fine. We are all behind you 100% "Bo" for a large and better business—Good luck.

We welcome Mr. H. E. Raney, Jr. and Mr. Ray Sellens, who will assist with sales in the Shreveport territory.

A swell trip to Chicago was reported by Mr. B. P. Soward, who took his vacation at Christmas time. The only thing he didn't like about it was the going and coming. A little rain, sleet and snow enroute didn't help his feelings much. However, he arrived back in a brand new car which is a knockout.

We wish to welcome into the Bird family little Miss "Red" Houston, the new 7 lb. daughter of Mr. and Mrs. L. G. "Red" Houston, our Southern Alabama representative, born January 6, 1940.

"SOCIETY NOTES"

Mr. Robert Jenkins entertained every day for a full week with a lovely informal coffee for the Roofing Engineer Students. Mr. Jenkins presided at the coffee table assisted by Mr. T. D. Blanchard. Mr. Jenkins was attired in a lovely real-blue ensemble—accented by a swanky "mud brown" tie. Mr. Blanchard wore a ravishing pin stripe suit styled by Steins. A lovely time was had by all.



Here is a bit of California sunshine just to remind you of the good old summertime. This picture was taken in Riverside, California by Frank Karshis of the Flooring Plant on his trip there in 1937.

Walter Smith's car license cost him the same as a trailer license, but — where's the trailer. He saves gas by getting pushed to town on cold days.

Poem submitted by George Gray: (Dedicated to Grandpa by Sewell Winkler)

"Whoopee Grandpa!"
Cheer up, Grandpa, don't you cry!
You'll wear diamonds by and by,
Uncle Sam has money mills
Made to grind out brand new bills.
He will help you in your cause
With his old age pension laws.
No more worry over bills,
Butchers' duns or doctors' pills.
No more panic over rent,
Leave that all to Government.
Dine on squab and caviar,
Sport a streamline motor car.
When the blizzards bliz a bit,
Off to Palm Beach gaily flit.
Lead a life of pleasure bent,
But you must spend every cent!
Whoopee Grandpa! Stay alive!
Life begins at sixty-five!

Harvey Faircloth was chosen vice-president of the Shreveport Foremen's Club at the organization's first meeting of the fall season.

John Schroeder has quite a habit of running out of gas.

Every time Frank Kruzinga lets his wife take the car he gets a phone call. Also Frank is pretty hard on office chairs.

Ray Wolf is sometimes called "Piggy", but not because of his hobby.

Sewall Winkler has to look out for the "Big Bad Wolf" when he goes out honky-tonking.

Arthur Jackson had a hard time on a recent cold morning. Everything was froze up.

William Winkler bought a new car last month and put a few dents in it the first week.

We wish to correct the mistaken impression on "weather" many may have gathered from the article on Shreveport published in the last issue of the Review. For three weeks so far this

winter the temperature has been below freezing. On three days this January the weather has been colder here than in Boston on the same day.

We had a test of frigid weather on January 19th. Many officials came to work that morning without shaving. 95% of Shreveport's plumbing was frozen.

Shreveporters found the only unfrozen water in their houses was in the ice box.

One Shreveporter found the freezing pipes had caused the lavatory to move from one side of the room to the other.

Charles Houghton found ice in his bath tub after leaving the heat on all night.

There was skating on many fish ponds. In the East Texas Oil Field a 2½ inch water line supplying boilers froze solid with the pumps running. Next summer we'll tell you a little about the warm weather.

Even though the factory had a clean slate with regard to accidents this month, the traffic department had a black mark on their record. The following is an excerpt from an Associated Press dispatch:

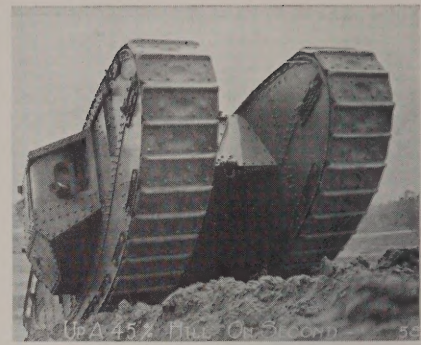
St. Louis, Mo. Dec. 23—Winter came to Missouri today after many postponements. The icy gales accompanying her caused at least one accident. Mr. Arthur Miller of Shreveport, La. became involved in a collision with a southbound vehicle. Incidentally, Mr. Miller was northbound. When approached for a statement by reporters, the Southerner merely asserted, "These Yankee drivers is nuts. Everything went blank."

So dazed was our Mr. Miller of the traffic department that the accident had a tragic aftermath. Some of them high-pressure Yankees sold him a new car.



BY FRANK EISENHAUER

ON January 31, 1940, the standard First Aid Course which started last November came to a happy ending for eighteen men and women who successfully completed the course. These people who will receive certificates are: Catherine Brennan, Statistical Department; Betho Chandler, Hospital; Coleman Conroy, Roofing Plant; Mary Craven, Warehouse Records Department; Gladys Eisenhauer, East Walpole; Frank Erker, Roofing Plant; Rose Farrell, Hospital; Salvatore Frangiosa, Flooring Plant; Laura Govoni, Registered Nurse; Frank Hartig, #2 Box Shop; Clare Hayman, Flooring Plant; Mary Holmes, Purchasing Department; Edmund Mason, Roofing Plant; Michael Moses, #2 Box Shop; Mary O'Connell, Purchasing Department; Josephine Survilla, Stenographic Department; Joseph Swasey, Roofing Plant; and Frank Ventresco, Roofing Plant.



A grim reminder of present activities in Europe is this picture taken in 1917 of one of the heavy tanks of Company 303 of the Fourth Division, and sent in to the Review by George Smith, Roofing Granule Plant.

When this class started it looked like a long hard road ahead to the members enrolled, but now that it is all over and they can relax and look back, they realize that the time went by rather quickly. They all agreed that it was an interesting course with its moments of laughter and hard work, but feel well rewarded for the time and thought that they devoted to the subject. It was fully explained to them as they took the examination that the certificate which they would receive was simply something to show for their time and hard work which had been put in the subject of First Aid and which indicated that they had completed the course successfully. The knowledge that they had acquired was the most important thing, as they would realize if they ever faced

May LaVonn the six months old daughter of Mr. & Mrs. J. M. Hodnett of Waterloo. Mr. Hodnett is a "still" man at the Berry Asphalt Company.



SUGGESTION AWARDS

DECEMBER, 1939

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Soot Removal from Boilers by Means of Steam Ejectors—Oscar M. Lambine, ERE
Roller Bearing to Support the Slitter Block Shaft—Edward Moore, FC
Lid Marker—Augustus Smith, FXR 102

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Blow Torch for Asphalt Valve—William Bruce, FS
Rubber on Tips on Stands of Asphalt Buggy—William Bruce, FS
New Method of Cleaning FBPM Loaded Coating Kettles—Egidio Cioipponi, FBPM-1
Self Feeding Pipes for Slate Hoppers on #1—Joe Cozzi, FC
Apron at #1 Winder Bar—William Cozzi, FC
Plug in Spring on Tying Machine—William Cozzi, FC
Knee Guard on Trucks—John R. Finningham, FFC
Adjustable Arm or Knife—Art Bric Siding—Harry Goudie, FC
Enlarge Side Stud Holes on Vat End Journal Plate—Edward H. Hardy, DMPM2
Extended Control Button at FXGM4—Lewis Hartford, FXG
Apron for Slate Scraper—George Heugel, FC
Guard to Prevent Breakage at Looper—John Scheen, FS
Guard Rail Along Looper—John Scheen, FS
Oiling System for #22 Granules—Herbert R. Snell, FBW #14
Paper Rack for #1 Machine—Bernard Van Brussell, FC
Rack for Saturator Tools—William Winkler, FS
Install ladder at #7 Elevator on Roof—John Wosner, FBPM#1

The following were given an additional award of \$10.00 for having had five suggestions accepted:

William Cozzi, FC, Harry F. Gondie, FC, George Heugel, FC, Willie Winkler, FS.

JANUARY, 1940

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

New Method of Cross Creasing Cases—Earl O. Boyden, FXF
Special Stops for FXFM-12—Earl O. Boyden, FXF

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Extension of Oven Cat-Walk at Pull Out—Joseph Bilotta, FFP
Moveable Guard Rail on FXRM26—Roger E. Carlson, FXR
Stair Tread on DM14 Platform Step—Walter Downs, EMM
Brace on Tying Machine—M. W. Marlar, FS
Adjustable Blocks in Hopper No. 4—M. W. Marlar, FS
Replace Iron Straps and Bolts with Angle Iron in FB21-22—Angelo Melino, FBV
Change Looper Rolls—L. G. Miller, FS
Method of Screening Powder at the Slating Section—L. G. Miller, FS
Take Out Roll on Looper—John Scheen, FS
Narrower Wrap Roll Gears at #1 Overlay—Henry Smith, FBM
Vickory Doctor Blades on Pull Rolls FBPM2—Edmund Wenstrom, FBPM1
Gum Backed Labels for Samples—Robert Wood, FBN
Adjustable Guides on Overlay at FBPM1—John Wosner, FBPM

Two men were given an additional award of \$10.00 for having had five suggestions accepted: Earl Boyden, FXF, M. W. Marlar, FS.

an actual case of rendering first aid to some poor unfortunate person. I take this opportunity here of wishing them the best of luck and hope that if they ever have the occasion to apply their training, they will prove themselves to be well qualified.

ADVANCED COURSE

The advanced class in First Aid will start on February 14 at 7:00 o'clock in the Girls' Smoking Room near the Brigade Room. This class will have a total membership of twenty men and women who have successfully completed a standard First Aid Course within the last three years. It will consist mostly of problem work and review, and will cover a period of from five to six weeks, with each class lasting two hours.

LOST TIME ACCIDENTS

TWO lost time accidents in December brought our total for the year up to twenty-one—the poorest year we have had since 1936.

Our first December accident occurred on the 7th, at Shreveport. Comaco Oates was carrying hot asphalt, which accidentally splashed and burned his left hand. He began to lose time on December 14.

The other accident was in our East Walpole Stock Handling Department. On December 26 Peter Kurulis slipped while cutting strings from the agitator shaft in the Allen Chest. He injured his left side and left elbow, and lost four days' time.

Since the start of the New Year two workers have had to be listed as lost-timers. Harold Rideout, Flooring Undercoat Department, injured his right shin while working in the hangers on January 9th. He continued at work until January 16, but as his injury had not cleared up satisfactorily, the doctor advised complete rest for two days. He returned to work on January 18.

The second accident occurred on January 23 when Alexander Palilunas in the Cutting and Sorting department was helping unload a freight car of pulp. As he was pushing down some bales, one fell from a higher tier, pushing him to the floor and fracturing his left leg. He will be out for many weeks.

With eleven months of the New Year still ahead of us, there is plenty of opportunity to make a cleaner

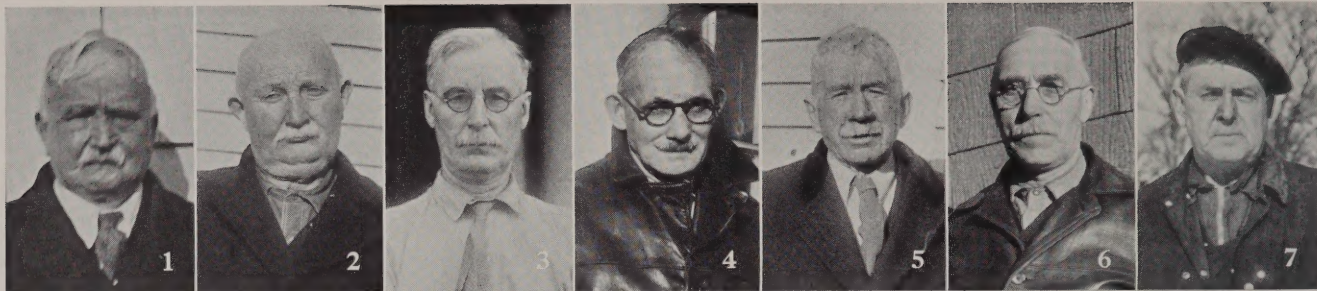
accident record than ever before. We haven't had a no-accident month since last August. How about working for one right now?

PHILLIPSDALE BOWLING

BOWLING still holds the interest of most of the men at Phillipsdale. Leslie Howard went wild two nights in a row, first tying the high single with 150 and then bettering

it with 154. Tixie Billings and Rex Salisbury lead with high averages of 109.7 and 109.4, respectively. As of January 23 the office and the yard are tied for top, both having won 26 points and lost 18. The current standing is as follows:

	Won	Lost
Office	26 points	18 points
Yard	26 "	18 "
Maintenance	21 "	23 "
Shipping	15 "	29 "



During the year 1939 seven of our old-timers celebrated special anniversaries. (1) John M. (Professor) Smith (Retired), 60 years on April 9. (2) August Hilderbrandt (Retired), 50 years on December 25. (3) Marshall Grant, Assistant to Chief Engineer, 45 years November 10. (4) James Hammond, Beater man, 45 years on July 14. (5) John Hale (Retired), 40 years on April 11. (6) Albert Erickson, Flooring Plant, 40 years on May 1. (7) John Sullivan, Maintenance Department, 40 years on August 3.

VETERANS' LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during February and March, and of those who complete twenty or more years' service during these months:

FEBRUARY

	Years
Thomas P. Maguire	2-3-1880 Retired 60
Henry Hartig	2-21-1905 Maintenance 35
Martin Lambine	2-1-1905 Retired 30
Alice Field	2-27-1911 Office 29
Fred Nordblom	2-2-1914 Flooring Plant 26
B. R. Taylor	2-16-1914 Purchasing 26
Peter Nielson	2-7-1916 Box Shop 24
James Loughman	2-10-1916 Roofing Plant 24
John E. Curran	2-11-1916 Paper Mill 23
William L. Murphy	2-5-1917 Box Shop 23
Charles D. Rafuse	2-12-1918 Maintenance 22
Steve Druzas	2-16-1920 Flooring Plant 20
Vincenz Stankiewicz	2-17-1920 Roofing Plant 20
Frank Sutherland	2-25-1920 Flooring Plant 20
Alfonse Sylvestre	2-13-1925 Paper Finishing 15
John Sinclair	2-13-1925 Paper Finishing 15
F. Howard White	2-13-1925 Box Shop 15
Howard Hewins	2-14-1925 Flooring Plant 15
Chas. Mickuns	2-17-1925 Flooring Plant 15
Felix Iarocci	2-18-1925 Box Shop 15
Henrietta Florest	2-19-1925 Paper Mill 15
Mike Sam	2-26-1925 Box Shop 15
John T. Coughlin	2-1-1935 Flooring Plant 5
Joseph Smelster	2-1-1935 Box Shop 5
Thomas Tierney	2-1-1935 Box Shop 5
Lawrence White	2-1-1935 Flooring Plant 5
Raymond Lobisser	2-4-1935 Maintenance 5
Lilyan Paquette	2-5-1935 Office 5
John Pazniokas	2-5-1935 Roofing Plant 5
Louis Silvestri	2-5-1935 Roofing Plant 5
Roy F. Yonker	2-5-1935 Flooring Plant 5
Warren Anderson	2-6-1935 Office 5
Arcangelo Ciacia	2-7-1935 Flooring Plant 5
Carl Swanson	2-7-1935 Box Shop 5
Ernest Zinkowski	2-7-1935 Roofing Plant 5
James Kwiatkowski	2-8-1935 Box Shop 5
Emil DiPlacido	2-11-1935 Box Shop 5
Louisa Graham	2-11-1935 Office 5
George Wise	2-12-1935 Maintenance 5
Ralph Bars	2-13-1935 Flooring Plant 5
Arthur Brissette	2-18-1935 Flooring Plant 5
John Dempsey	2-18-1935 Box Shop 5
Louis Grosso	2-18-1935 Flooring Plant 5
Earl J. Higgins	2-18-1935 Flooring Plant 5
George Kinsman	2-23-1935 Flooring Plant 5
Henry Christianson	2-25-1935 Roofing Plant 5
M. Genevieve Kennedy	2-25-1935 Office 5
Napoleon LaCasse	2-25-1935 Flooring Plant 5
Florence Nagel	2-25-1935 Office 5
Pauline Kasuilinos	2-26-1935 Box Shop 5
George Sanborn	2-26-1935 Flooring Plant 5
Augustus Hogan	2-27-1935 Box Shop 5

PHILLIPSDALE

Willie Banks	2-6-1910 Plant 30
Joseph Farrell	2-21-1913 Retired 27
Clarence Pierson	2-13-1920 Plant 20
Domenic Moio	2-21-1935 Plant 5

CHICAGO

William W. Wilson	2-9-1913 Western Roofing Sales Mgr. 27
Ernest Grosscup	2-17-1914 Plant 26
Raleigh Stearles	2-2-1920 Plant 20
George R. McNay	2-1-1925 Roofing Sales 15
Levy Hosch	2-12-1925 Plant 15
Martin Thompson	2-1-1930 Roofing Sales 10
Wm. B. Harris	2-18-1935 Roofing Sales 5

BERRY ASPHALT CO.

W. H. Fairchild 2-1-1935 5

MARCH

James Kivlin	3-30-1892 Retired 48
William J. Quinn	3-9-1900 Paper Mill 40
Bartley O'Donnell	3-1-1905 Maintenance 35
Harry Bellew	3-10-1907 Roofing Plant 33
John S. Mattson	3-4-1908 Roofing Plant 32
William Morrissey	3-29-1910 Maintenance 30
Ivar Lindequist	3-3-1911 Roofing Plant 29
Felix Thompson	3-10-1911 Janitor 29
John Peza	3-13-1911 Roofing Plant 29
Salvatore Lacivita	3-8-1912 Roofing Plant 28
William Quinn	3-21-1912 Janitor 28
Camillo DePlacido	3-22-1912 Roofing Plant 28
John Broadley	3-2-1915 Maintenance 25
John J. Foley	3-18-1915 Paper Mill 25
Eric Carlson	3-7-1916 Paper Mill 24
Stanley Alukonis	3-7-1916 Roofing Plant 24
James Wilkes	3-10-1916 Box Shop 24
Michael Yasionis	3-5-1917 Paper Finishing 23
Tony Yuhasky	3-26-1917 Paper Mill 23
A. J. McDonald	3-29-1917 Maintenance 23
Earl Clark	3-1-1919 Flooring Sales 21
James Capone	3-19-1919 Box Shop 21
Joe Catalino	3-26-1919 Box Shop 21
H. S. Hanna	3-1-1920 Credit 20
John Alekandrowicz	3-16-1920 Roofing Plant 20
Earl A. Hanson	3-20-1920 Box Shop 20
Antonio Piedzewicz	3-24-1920 Flooring Plant 20
Joseph Ambroszkiewicz	3-30-1920 Roofing Plant 20
Hugh Rooney	3-31-1920 Power & Steam 20
John Flaherty	3-4-1925 Box Shop 15
William Letts	3-4-1925 Roofing Plant 15
Arthur Hassler	3-5-1925 Box Shop 15
Peter Folan	3-7-1925 Paper Mill 15
Helen Ballou	3-9-1925 Office 15
Mateizas Jazukiviac	3-10-1925 Paper Mill 15
James DeChellis	3-11-1925 Box Shop 15
Norman Brooks	3-12-1925 Flooring Plant 15
Alice Connolly	3-27-1925 Box Shop 15
Thomas McHugh	3-28-1925 Flooring Plant 15
James Belcher	3-30-1925 Roofing Plant 15
Lawrence Hubbard	3-31-1930 Box Shop 10
Angelo DeFlaminies	3-1-1935 Maintenance 5
John Wozniak	3-1-1935 Paper Mill 5
George Burhoe	3-4-1935 Office 5
Melvin Chevers	3-4-1935 Flooring Plant 5
Thomas Coyne	3-4-1935 Flooring Plant 5
Leon Curran	3-4-1935 Box Shop 5
Christopher Doyle	3-4-1935 Flooring Plant 5
Stuart Halladay	3-4-1935 Flooring Plant 5
Henry Johnson	3-4-1935 Box Shop 5
Thos. Maguire	3-4-1935 Flooring Plant 5
Anna O'Brien	3-4-1935 Box Shop 5
Joseph Silva	3-4-1935 Box Shop 5
Ernest Smith	3-4-1935 Flooring Plant 5
Anna Stasis	3-4-1935 Box Shop 5
Fred Turco	3-4-1935 Roofing Plant 5
Edward Walsh	3-4-1935 Roofing Plant 5
John J. Foley	3-5-1935 Roofing Plant 5
Emily Carr	3-7-1935 Box Shop 5
John Laskey	3-7-1935 Flooring Plant 5
William Reardon	3-7-1935 Box Shop 5
Howard Elias	3-8-1935 Roofing Plant 5
Paul Curran	3-11-1935 Box Shop 5
Phyllis Nixon	3-11-1935 Office 5
Warren Hilton	3-12-1935 Flooring Plant 5
Leonard Nordstrom	3-13-1935 Roofing Plant 5
Beverly Ballard	3-19-1935 Roofing Plant 5
Patsy Billotta	3-20-1935 Roofing Plant 5
Wm. Graham	3-25-1935 Office 5

PHILLIPSDALE

Henry Phelps	3-7-1909 Plant 31
Helge Holter	3-4-1912 Plant 28
John Silva	3-17-1920 Plant 20
Harold Billings	3-5-1935 Plant 5
T. J. Harrington	3-11-1935 Plant 5

CHICAGO	
Andrew Alexander	3-1-1917 Plant 23
Joseph Bosky	3-11-1919 Plant 21
Thomas Cooling	3-31-1925 Plant 15

TWO CRIBBAGE PARTIES

By HERMAN NORDSTROM

TWO Cribbage parties have been held since the *Review* last appeared. At the first party, on December 7, there were 66 players present, and at the party on January 18, 52 players attended.

Prizes were awarded to eight players at the December meeting.

The Cribbage prizes in January were split among six players: William Angus, Bruce Farrar and Samuel DiFlaminies, all of the Roofing Plant, Arsene Marchand, No. 2 Box Shop, John Sadowski of Norwood and G. C. Clement of Milton. Baskets of fruit, as door prizes, were awarded to A. H. Anderson, Treasurer, James Trenholm, No. 5 Paper Machine, Laurence Lindblom, Accounting Department, Hermon Barker, Chemist, and James Lowe, Roofing Plant.

ACKNOWLEDGMENTS

Please accept our grateful appreciation for your kindness and sympathy rendered us during our recent bereavement.

James O. Lowe and family.

Thank you for your thoughtful kindness at a time when it was greatly appreciated.

Mr. and Mrs. Fred W. Feaver and family.

Gratefully acknowledging with deep appreciation your kind and thoughtful expression of sympathy.

Mrs. Charles T. Derry and family.

Your kindness and sympathy are deeply appreciated and gratefully acknowledged.

Fred Seastrand,

Mr. and Mrs. John Seastrand.

We thank you for your kindness and sympathy at a time when it was deeply appreciated.

The Phillips and O'Kane families.

We thank you with sincerest appreciation for your flowers and kind expressions of sympathy.

Miss Kathleen Corcoran.

Mrs. Madeline Ripley.



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Master-Bilt Thick Butt
Custom Built
NEPONSET Double Twins
Lock-Butt
Art Wall Siding
Tri-tab Hex
Weather-Tex Siding
BIRD Insulated Bric-Siding
Master-Bilt Weather-Tex Thick Butt
NEPONSET Twins Thick Butt
Loc-Set Hex-Twins
Individuals
Giant Individuals
Copper-clip
Art-Bric Siding

BIRD Roll Roofing

Paroid
Art-Hex
Universal
Mineral Surfaced
Proslate Roofing, Blind Nailed
American Ready
Old Reliable

BIRD Building Papers

NEPONSET Black
Refrigerator Insulating
Saturated and Coated
Reenforced Kraft Paper
Super Sheathing
Duplex Kraft
Economy

BIRD Wallboard

NEPONSET Wallboard
NEPONSET Tileboard
American Wallboard
American Wallboard, Green One Side
Poster Board

BIRD Specialties

BIRD Built-up Roof Materials
BIRD Deadening Felt
Tarred Felt
Asphalt Felt
Plastic Cement
Roof Coating

Flooring Division

BIRD ARMORLITE Rugs and Floor Coverings
BIRD NEPONSET Rug Border
BIRD Economy Rugs
BIRD Economy Floor Coverings
BIRD Economy Hall Runner
BIRD ARMORLITE Hall Runner
BIRD Lining Felt
Economy Lining Felt
BIRD Saturated Felt
Rubberlike Matting
BIRD CHROMALIN Rugs and Floor Covering
Patterned Plain Jaspé Chromasets
BIRD PERMATRED Floor Covering and Tiles
BIRD Chromatile

Box Division

CONTAINER SECTION
Solid Fibre Cases
Corrugated Cases
Sash and Door Wraps
Protector Sheets
BIRD-FIBRE
WOOD FRAME BOX SECTION
Wood Frame Boxes
Reel Lagging
NEW PRODUCTS SECTION
Spring Panel Suspension Boxes
Rug Cases
Wrap Boxes
Drums and Kegs

Carton Division

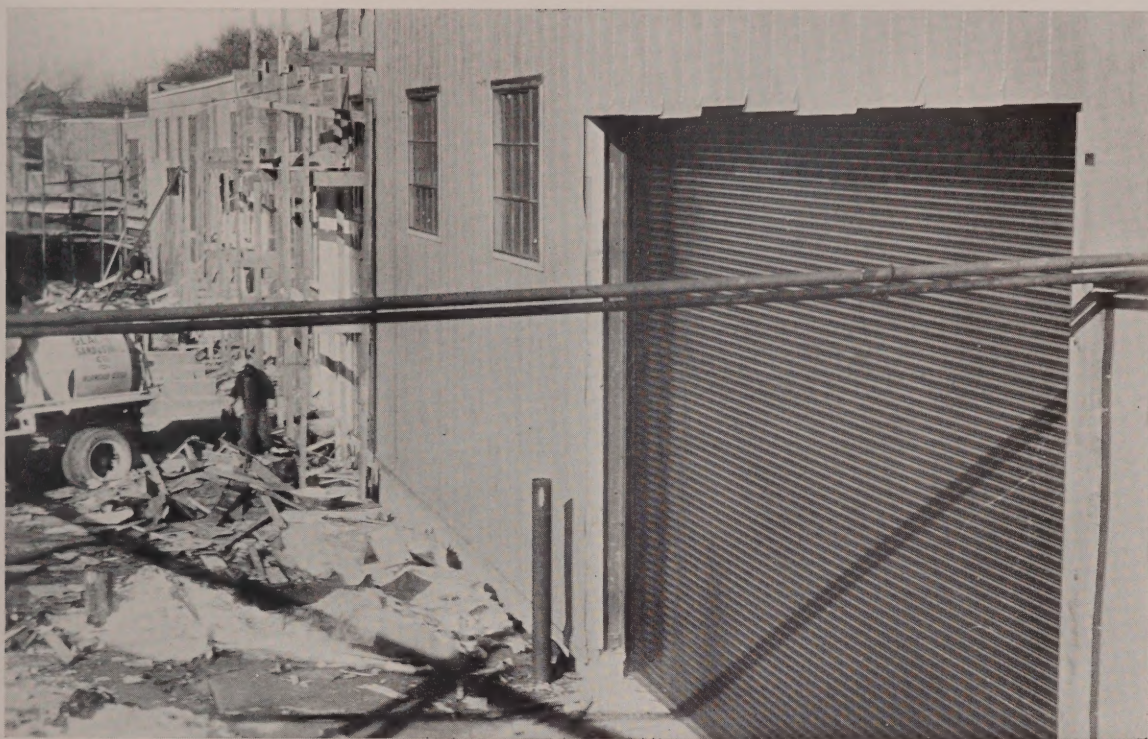
BIRD Shoe Cartons
Tack and Screw Boxes
NEPONSET Waterproof Paper Flower Pots
Plant Bands

Special Papers Division

Index Pressboard
Cartridge Paper and Wad
Chip and News Boards
Dry and Waterproof Papers for Special Purposes
Industrial Filter Paper
Innersole Board
Wet Web Saturated Papers
Socket Lining Paper
Fusee Paper
Mill Wraps and Heads
Toe Cap Felt
Cloth Board
Rocket Paper



{List of Bird Products on Inside Back Cover}



BRD

APRIL

VOL. 28

NO. 2

1940

NEPONSET

REVIEW



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

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Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

Advisory and Consulting

PHILIP R. ALLEN

ELMER H. BARTLETT

PHILIP H. BAILEY

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AXEL H. ANDERSON

PHILIP H. BAILEY

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GEORGE C. LEE

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HARRISON F. LYMAN

JOHN R. MACOMBER

BENJAMIN H. ROBERTS

BENJAMIN D. ROGERS

ALLEN H. RUSSELL

H. EUGENE SAWYER, JR.

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Assistant Secretary and Treasurer, W. C. AHLGREN

Assistant Treasurer and Credits, D. E. MERRILL

Assistant Treasurer, H. E. DAVENPORT

Auditor, H. S. WHITNEY

Purchasing and Traffic Agent, A. H. RUSSELL

Assistant Purchasing and Traffic, M. J. HAWKINS

Director of Personnel, B. D. ROGERS

Director of Research, E. M. LINES

Sales

Director of Sales, R. C. FLOYD

Sales Manager Paper Products Division, A. M. CLAFFEE

Sales Manager Box Division, C. H. ANDREWS

Sales Manager Carton Division, A. M. CLAFFEE

Sales Manager Paper Division, A. M. CLAFFEE

Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Central Division, S. C. TRAUDT, JR.

Manager Eastern Division, W. E. HALE

Manager Northern Division, ROGERS WEED, JR.

Manager Southern Division, A. D. KILHAM

Manager Southwestern Division, R. D. PETERSON

Manager Western Division, W. W. WILSON

Manager Built-Up Roof Division, L. L. WILLIAMS

Sales Manager Flooring Division, H. E. SAWYER, JR.

District Managers

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E. J. ROBERTS C. E. TYSON R. W. WESTCOTT

Sales Promotion Manager, L. S. WRIGHT

Manufacturing

Director of Manufacturing, C. W. CONRAD

Assistant to Director of Manufacturing, P. N. HILLS

General Superintendent Paper, Box and Carton Divisions

R. A. WILKINS

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Chief Research Chemist, H. T. BARKER

Superintendent Felt Division, T. G. HENDERSON

Assistant Superintendent, R. H. SALISBURY

Chief Chemist, A. H. CHAMBERLAIN

Superintendent Flooring Division, R. M. WIGHT

Assistant Superintendent, B. H. BAILEY

Chief Chemist, J. J. BRADLEY, JR.

Superintendent Eastern Roofing Division, M. R. BEASLEY

Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Western Manufacturing Manager, J. G. YOUNG

Superintendent Chicago Plant, ERICH GACH

Assistant Superintendent, J. F. MATCHA

Chief Chemist, J. F. COMISKEY

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY
MEMPHIS, MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

NEW CONSTRUCTION

AT FLOORING PLANT

DURING the past winter on the hillside between the Roofing Laboratory and the Undercoat Department of the Floor Covering Plant, Bird & Son has constructed a new building which is to house equipment for saturating Floor Covering Felt and applying both the backing paint and the first coat of undercoat paint in a process which will be practically continuous.

The new equipment will combine two operations, one of which is being done now at No. 5 Machine at the Roofing Plant, and the other at the Undercoat Department of the Flooring Plant. The same crews will operate the new machinery, but the process will be more nearly continuous with less handling of material and more efficient operation throughout. The new department will be entirely under the supervision of the Flooring Plant.

To appreciate what is being done, it is necessary first to understand how the work is carried on at present. Felt for use in making floor covering is now delivered from Phillipsdale to the Roofing Plant where the men on No. 5 Roofing Machine saturate it and apply either the red or the gray backing paint, depending upon whether the felt is to be used later for making Armorlite, or Chromalin. This saturated and coated felt is then wound into huge rolls and transferred to the Undercoat Department at the Flooring Plant by truck. Here it has to be unwound and given both a first and second application of undercoat paint.

When the new machine is put into operation, all of this waste motion will be eliminated. The felt will be

saturated and wound onto a Horne reel, exactly as before, but from this point on the process will be changed. While newly saturated felt is being wound onto one section of this reel, another roll on the same reel will be unwound and fed into the machine which will apply the backing paint, reverse the sheet, dry the paint in a looper section, and then feed it as a continuous sheet into a second section of the same machine which will apply the first coat of undercoating paint on the top surface of the felt. From here it will go into a second looper section for drying, and then be wound into large rolls at the end of the machine room near the Flooring Undercoat Department. Room has been provided for storing these rolls at this location until they are

ready to be picked up by a crane and transferred directly to the present Undercoat Department for the application of the second coat of undercoat paint.

An interesting feature of the new building will be the huge heaters and air circulators which are being installed at the new hanger to dry the undercoat paint. This equipment will keep the hanger at exactly the right temperature for the proper drying, both winter and summer. The fans will be keeping two hundred thousand cubic feet of air in motion within the hangers at all times, and will exhaust the used air from the room at the rate of seventy-five hundred cubic feet a minute.

At the point where the dry felt will be delivered from Phillipsdale,

Interior view of the new construction. A hanger for drying the undercoat paint is being built at this section.



On the cover—The new building now being constructed to house the equipment for saturating floor covering felt and applying the first coats of paint.



Another exterior view of the new building looking from the Floor Covering Plant toward the Roofing Plant.

Storage space in the new building for the Saturated and Coated Felt. The felt will be pulled out of the hangers from the opening in the wall at the far end of the room and stored in this room until ready to be carried by crane to the Undercoat Department.

a huge door 24 feet wide and 16 feet high has been installed which will permit the big trailer trucks to back inside the building to the unloading platform and unload there with the door closed in cold or stormy weather.

New machinery has been bought for this installation, and the old No. 5 Machine at the Roofing Plant will continue running until the new equipment is fully set up and operating satisfactorily, thus keeping the print machine supplied with adequate amounts of saturated felt through all of the change-over period. Work is being rushed on this construction now, and it is hoped that the new machine will be ready for a trial run within a short while after this issue of the *Review* makes its appearance.



world during the past twenty-five years. At similar meetings held in New Haven, New York, Cleveland, Cincinnati, Philadelphia, Chicago, St. Louis, Baltimore, Los Angeles and other large cities more than 450 Americans received similar recognition and were designated as charter members in a new organization known as "Modern Pioneers". Each one received a certificate containing a citation of his achievement.

Mr. Lines received his honor because of his outstanding work in the development of Chromalin—our new product which fills the gap between expensive linoleums and regular felt base floor covering. The 29 other "Modern Pioneers" honored in New England, included such men as Mr. Edwin H. Land, President of the Polaroid Corporation whose invention of the "Polaroid" material is well-known; Mr. Henry E. Warren, President of the Warren Telechron Company for his invention of the alternating electric current clock;

and the Sumner Tunnel.

The meeting at the Copley Plaza on February 20 was held under the auspices of the Associated Industries of Massachusetts, the National Association of Manufacturers, the Associated Industries of Maine, Vermont and Rhode Island, the New Hampshire Manufacturers Association, and the engineering societies of New England. Nearly 600 notable leaders of industry from all over New England attended.

In forming the order of "Modern Pioneers", the National Association of Manufacturers adopted the following requirements for nomination for membership:

"To be eligible for nomination for an award, an inventor or research worker must have invented or discovered an art, machine, manufacture or composition of matter or useful improvement thereof, upon which the United States Patent

MR. LINES HONORED

MR. EDWIN M. LINES, Director of Research, was the recipient of a most unusual honor at a meeting at the Copley Plaza Hotel in Boston on February 20.

At that meeting, held on the 150th Anniversary of the United States Patent Office, tribute was paid to living New Englanders who by noteworthy inventions or discoveries through research, had made substantial contributions toward higher standards of living in the

Office has issued a patent within the last twenty-five years, and which has been put into use by industries, and through such use (a) Increased employment and/or (b) Provided a new commodity or service and/or (c) Reduced the cost of products already in use and/or (d) Improved quality of a product in use."

LEAGUE STANDING

TEAM	WON	LOST	PER CENT
Yankees (FBP)	85	15	850
Tigers (FBN)	71	29	710
Dodgers (FF)	67	33	670
Indians (FBM)	59	41	590
Sox (FX2)	54	46	540
Reds (FFP)	42	58	420
Giants (FX1)	40	60	400
Cardinals (DMP)	28	72	280
Pirates (DF)	28	72	280
Bees (FFM)	26	74	260

High Individual Single String, Henry King, Reds—141 Pins.

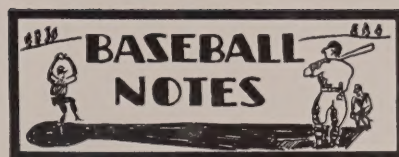
High Individual Three String, Julius Aukstolis, Yankees—361 Pins.

High Team Single String, Yankees—567 Pins.

High Team Three String, Yankees—1611 Pins.

Following is a list of the 15 highest bowlers who have bowled at least 50 strings to date:

NAME	TEAM	STRINGS	AVE.
Julius Aukstolis	Yankees	71	104.5
Paul Calderone	Tigers	75	101.3
Harry Clark	Sox	62	100.1
Robert Hunter	Dodgers	63	99.4
Moses Bader	Tigers	69	99.1
Sam DiFlaminis	Yankees	57	98.8
Earl Higgins	Reds	51	98.6
Alex. Alexandrini	Yankees	54	98.0
Francis Nevins	Dodgers	75	97.4
William Percy	Indians	65	97.1
James Mack	Indians	54	97.0
Frank Ellis	Giants	57	96.4
Frank Campisano	Tigers	75	96.4
Edward Knaus	Dodgers	56	95.9
Joseph Roslauskas	Yankees	57	95.7



BY THOMAS WOOD

WE hope to have a successful baseball season this year. If all the fellows who play will come out for the team, we ought to have a mighty fast team.

Plans are under way to form a new twilight league consisting of six or eight teams. The teams being contacted for the new league are Foxboro, Stoughton, St. Mary's of Mansfield, Kiley All-Stars of Norwood, Walpole Red Rovers, Canton, Dedham and the Medfield State Hospital. Saturdays and Sundays will be left open for out of town attractions at home and away. Letters for games have already been sent to the following clubs:

Taunton Lumber Co., of Brockton
Potter & Johnson of Pawtucket
Plymouth Cordage of Plymouth
Norton Grinding of Worcester
Copper & Brass and the Eagles of New Bedford
McElwain's All-Stars of Manchester, N. H.
Mount Hope Finishing Company
Oak Bluffs

We hope the baseball fans will turn out for the games in large numbers this season, as it looks like a good ball club in the making.



BY S. J. PIRAINO

AT the present writing, there are only two weeks of scheduled matches to be bowled to wind up the 1939-1940 season; then we have the banquet to look forward to. The banquet, as no one need be told, is a wonderful climax for such a wonderful season of sportsmanship and good fellowship.

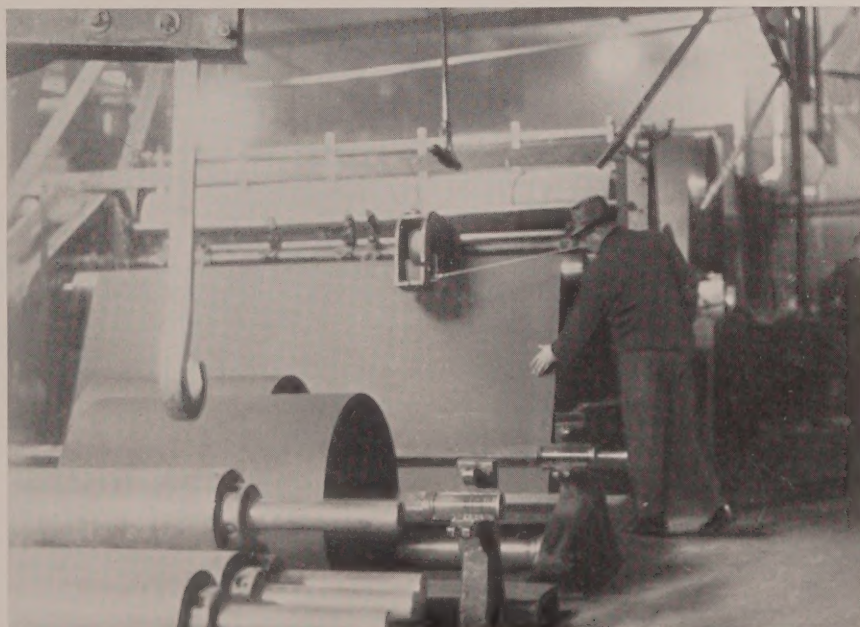
The Yankees have first place cinched and are now wondering what they will do with the first place prize money.

The second place Tigers hold a comfortable four point margin over the Dodgers but the Dodgers are out to skin the Wildcats by four points in their match of March 26. If this can be accomplished, the Dodgers and Tigers will be tied for second place. Dodgers, Beware! The Wildcats may scratch your eyes out.

We call your attention to the league standing below. You will notice that three teams, the Cardinals, Pirates and Bees are fighting to keep out of last place. Only two points separate the three teams.

The men's league will send a representative team to the Boston American Bowling Tournament and we hope they will show much improvement over last year's results. We did not have any luck in last year's tournament held by the Boston American, but we outclassed every other team in the Norwood Tournament. Here's a good luck wish from the boys for the team.

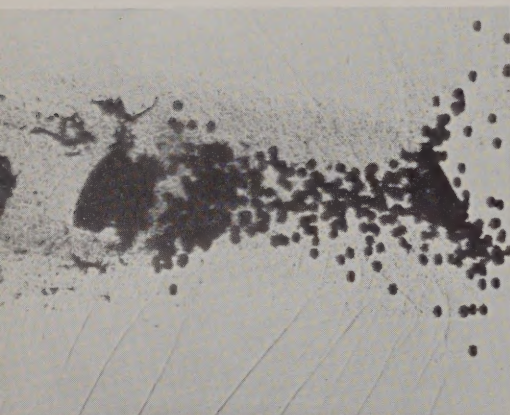
Front end of No. 5 Machine at the Roofing Plant which saturates and coats the felt for the Flooring Plant at the present time. This machine is soon to be replaced by the new equipment now being installed. Rubberlike was being run when this picture was taken and the inspector at the machine is Hilton Taggart.



REMINGTON DEVELOPS NEW SHELL

BIRD CARTRIDGE PAPER USED IN NEW SHELL WHICH IS
POPULAR WITH TRAP AND SKEET SHOOTERS

REMINGTON "Shur Shot" shells with the "New Remington Crimp" have proven to be well made, and are increasing rapidly in popularity with followers of trap and skeet shooting. This new shell has eliminated for the first time the possibility of "blown" patterns, which have long been the bane of all skilled marksmen.



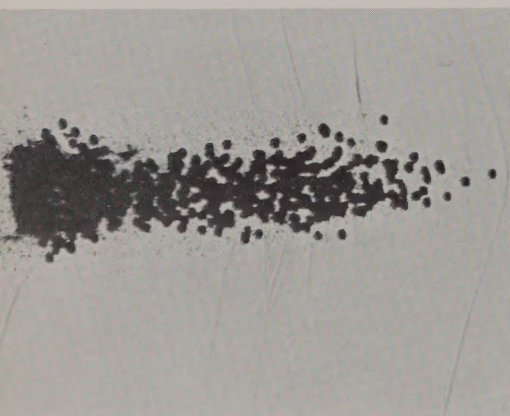
This action photograph taken three and one-half feet from the muzzle of a shotgun shows what causes a "blown" pattern. The shot charge is being held back and scattered by the top wad which will result in a "blown" trap-load pattern with many holes in it.

A "blown" pattern is explained as follows: Tests of shot shells are recorded on paper targets installed at fixed distances from the muzzle of the gun. Trap loads are tested at a forty-yard range and skeet loads at twenty-five yards, and the circular target areas for recording the patterns are thirty inches in

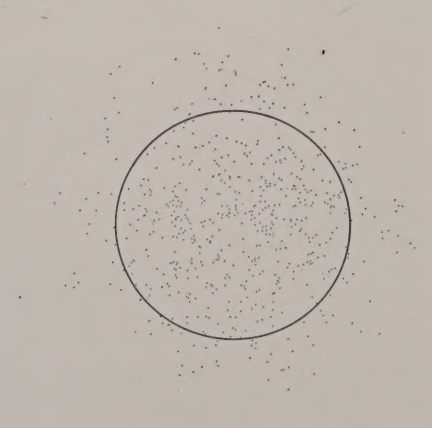
diameter. After firing a shot charge the number of pellet holes within the circle constitutes the pattern and the pattern is called perfect if there are no unpenetrated areas within the circle large enough for a clay "bird" to pass through without being struck. When too many pellets strike outside the circle, the pattern is said to be "blown".

The invention of the choke-bored shotgun about 75 years ago helped considerably to improve trap shooting by directing a larger number of pellets into the pattern area, but even with the most refined improvements of this type of gun, gunsmiths had not been able to eliminate entirely the badly blown pattern which usually occurred five to eight times out of every hundred shots.

Then in stepped the research men and the new spark camera capable of making an exposure in about a millionth of a second. By taking pictures, or shadowgraphs of shot charges in flight, this exceedingly fast camera caught the villain which was doing the damage and causing the blown pattern. These camera studies proved conclusively that the top wad or disc which had always been used in the conventional type of shot shell was causing the trouble. While this wad usually slid along outside of the shot charge or was flipped out of the line of flight, about five to eight times out of a hundred it stayed directly in the way of the pellets long enough to deflect them



This charge will result in a perfect pattern as there is no top wad to deflect the pellets. The result is the perfect pattern shown at the right. Such patterns are possible with the new Remington Crimp Shell.

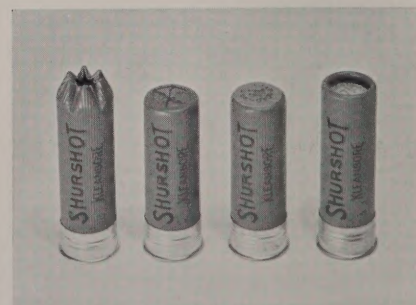


Nelson Phillips, Bird & Son foreman at the Flooring Plant who uses a Remington gun and Remington shells.

in their flight so that they spread too far and left a hole or "blown" spot in the middle. This is the handicap that every shooter has had to accept. There was always the chance of abnormal deflections after the shot charge left the gun, which meant that luck rather than skill determined the winner of many a closely contested trap or skeet tournament.

Once Remington's research men found the cause, they set about designing a new type of shot shell which would eliminate the top wad without destroying its function of holding the shot charge in place. The "New Remington Crimp" does just that by pressing together the open mouth of the loaded shell, thus making a complete closure without using a top-wad. Over the closure is pasted a printed waxed paper disc, only .003 of an inch thick, for load identification and for waterproofing. When shells crimped in this manner are fired,

This shows how the new Remington crimp eliminates a top wad. The first shell has been folded, the second ironed closed, and the third sealed. The fourth shell is the old or ordinary type with the top wad. When the new type shell is fired, the waxed paper disc on the top tears into several sections, all of which remain affixed to the body of the shell. Thus there is nothing to deflect or scatter the shot as it comes out of the shell.



the shot charge pushes open the top, tears the disc into six pieces which remain attached to the shell body, and the pellets fly straight to the target with no interference other than that of the air itself. Thus, with no top-wad to get in the way, there is no possibility of a "blown" pattern.

These new Remington "Shur Shot" Shells are free from another fault which often bothered skeet and trap shooters—the "confetti" or the shot-torn fragments of cardboard flying in the breeze and oftentimes blowing in their eyes.

Bird & Son trap and skeet shooters can easily prove the effectiveness of these new shells by making 100 patterns with ordinary shells and a hundred more with the new "Shur Shot" shell with the new Remington Crimp. The results will prove definitely that Remington research engineers have accomplished all that they claim.

Bird & Son has supplied cartridge paper to Remington for many years and now furnishes paper for this newest type of shot shell. Like all other cartridge paper it is made on No. 3 Paper Machine, and printed, finished and inspected in our Cartridge Cutting Department.

HE LAUGHED

From the York Foreman

"He laughed when they told him the ladder was weak,
And remarked that it would hold a half ton—
It cost him a hundred to settle the bill
When the doctor and nurses were done.

"He laughed when his foreman urged greater care,
As he carelessly cleaned the machine
The doctor remarked as he bound up the wound,
'It's the very worst mangling I've seen.'

"He laughed when the doctor ordered him home,
For a couple of days with a cold—
In a ward for consumptives he thinks of the past,
But it's too late to help him he's told.

"He laughed when warned that infection might come,
From leaving a cut undressed—
'Tis said he looked natural as if asleep,
And the headstone says he's 'At Rest'."

Jack: "Why hasn't Alf turned up this morning?"

Joe: "He met with an accident when he got married."

Jack: "Why, how did that happen?"

Joe: "His mates held their picks in the form of an arch as he came out of church, and the noon whistle sounded."

INTRODUCING —

SLOPPY SAM

STEP right up, boys, and take a look at this bozo. Look him over good, and then start figuring how you can keep as far away from him as possible, because starting right now, this seedy looking gentleman is going to be one of the most unpopular guys that ever tried to find a place for himself in Bird & Son.

His name?—Sloppy Sam.

His job?—To hang around and generally make a nuisance of himself in the department that is the most disorderly.

And will he be unpopular!

As a matter of fact, there actually will be three Sams, all equally sloppy and equally unpopular. One is going to take his orders from a special committee at the East Walpole plant composed of four or five foremen appointed by Mr. Wilkins, General Superintendent. The other two sloppy gentlemen will each report to their own committees at the Roofing and Flooring Plants, and these committees will be organized similarly by appointments by the Superintendents.

WEEKLY INSPECTIONS

Once a week, each committee will make a complete inspection of the plant; the roofing committee will cover all divisions of the Roofing plant; the flooring committee will do a similar job at the Flooring plant, and the East Walpole committee will inspect every department at East Walpole. These committees will report to the Superintendent the department which is considered the most disorderly at the time of their inspection and the Superintendent will then present that department with Sloppy Sam.

Here Sam will stay for one week, as unwelcome as a flat tire on Sunday. Sam's location will also be announced on every bulletin board. He will stay in the department for one week until another inspection trip is made. If conditions have not improved he will stay where he is for another week, but if some other department shows up more disorderly, he will move over there at the request of the committee.

Sam is going to make his appear-



ance at East Walpole right away. It may be several weeks before he makes his first visit at the Flooring or Roofing plants, but watch out, he's on the way.

And remember, there's going to be only one way you can get rid of this bum, and that is through cleanliness and orderliness. As long as your department can keep up a reputation for good housekeeping, you need not worry about a visit from Sloppy Sam, but if you slip, Sam will be around the next week and your department will have a lot of unfavorable publicity on the bulletin boards.

The three children of Raymond Wolfe, Shreveport chemist. Left to right: Barbara Ann, Carolyn Jean, and Raymond Wolfe, Jr.



SPRING THAW

By GEORGE W. TOWLE, JR.

Editor's Note: This tale by Mr. Towle, who is now on our Information Desk recalls an interesting experience he had some years ago while selling Bird Roofs. We always welcome stories like this and hope Mr. Towle's article will "thaw out" a flood of interesting items from our present salesmen. How about it? Can you match this one?

DURING one of our New York State trips, we received from the Mill an inquiry which had reached them from a person located in the central part of the state, seeking information regarding Paroid Roofing. The nearest dealer upon whom we called considered it extremely important since he knew the prospect as a well-to-do farmer owning many buildings.

"The roads are very bad owing to the usual Spring thaw," said the dealer. "My teams are too heavy. So we'd better go to the Livery Stable and hire a light rig."

His description of the roads as being very bad was if anything an under-statement. We slogged out and we slogged back much of the distance at a walk, and in many places the wheels of the buggy sank nearly to their hubs. He called it three and a half miles each way. It seemed much longer. Upon arriving at our destination, we found only the farmer's wife at home.

When we stated the object of our call, she burst out laughing and said,

"That boy!" meaning her son about twelve years of age who apparently having an itch to receive "lots of mail", answered all sorts of Ads. in farm and poultry journals and other publications. As a result of his curiosity, salesmen for cream separators, incubators, wind mills, farm machinery, artesian wells and other commodities had beaten a path to his door.

"And now," said his mother, "Here is a roofing man!"

While we were talking, the farmer and his boy drove up. It was almost worth the trip to meet "that boy". As an intelligent live wire lad, he was in a special class. It was clear to see that his parents did not disapprove of his actions but did mildly suggest that in the future, he add to his requests "DON'T SEND A SALESMAN!"



The farmer gave us an opportunity to show him samples of Paroid and to tell the usual story in addition to answering many questions.

"Well," said he, "I do not plan to roof any of my buildings until Fall. At that time I promise you it will be Paroid that will go on my roofs."

The dealer remarked on the return trip that the farmer's promise was as good as money in the bank. The sequel to the incident proved he was right. He sold several hundred rolls of Paroid before the re-roofing was completed.

It was our practice in those days to have on hand a full supply of blotters showing buildings upon

which Paroid had been laid. There was one in particular showing warehouses covered with Paroid built at Havana, Cuba by Uncle Sam during the Spanish War. It was a most valuable advertising medium, especially for use in rural sections.

We were often met with the remark when showing it to a prospect, "What is good enough for Uncle Sam I reckon is good enough for me." In many cases it proved to be the clincher.

While there may be a question to-day as to the effective operation of the word, "confidence" in many directions, there is none concerning Paroid. All the beliefs, claims, and promises of the early days have been more than fulfilled.

SERIOUS ACCIDENT AT PHILLIPSDALE

JUST as we go to press, we learn of a serious accident which occurred Monday, April 1, at Phillipsdale.

Frank Mello, crane operator at the new warehouse, was moving a roll when the crane accidentally ran off the track, dropping to the floor with Mello at the controls.

He received severe head injuries and is at the Rhode Island Hospital. Latest reports state he is as comfortable as can be expected, but is still in a serious condition.

Shortly after the first of the year our jobber, Mr. Ben Elfman of the Ben Elfman Carpet Company of Boston, remodeled his entire Boston store with new display windows along the front and an entirely remodeled showroom inside. This section of one of the showrooms is lined with Bird Rugs along the wall and the floor is a special custom built floor of Bird Chromalin.





BY M. EDGAR TARR

RALPH WATSON, No. 1 Box Shop and Maurice Kimball, Advertising and Sample Department, co-editors of the Camera Club new monthly bulletin "Angles", are receiving a lot of favorable comments on the first issues, not only from our own club members, but also from many other clubs.

The February meeting was postponed one week because of the weather and the speaker we were to have at the time was unable to attend a week later. Our secretary, Roger Sumner of the office, conducted the February meeting because of the unavoidable absence of both the President and Vice-President.

At the March meeting we were to have Mr. Frank L. Mason of Claus-Gelotte, Inc. and an instructor in photography at Franklin Union. He was scheduled to give a visual demonstration on fine-grain development and also a talk on the paper negative process. On the day of the meeting he was confined to his home with laryngitis but we were able to obtain Mr. David Fisher of Walpole on very short notice. Mr. Fisher showed us both black and white color slides of his recent trips to Mexico and Europe. The club members were very enthusiastic over his

pictures and there was no doubt that the substitute pinch-hitter came through for us with a home run!

At the March meeting the usual monthly print competition was held, or rather we should say, "unusual" as twenty-three prints were entered instead of the usual ten to fifteen. Paul Kugel's print, "Sunday in the Snow" edged out four other excellent prints for first place.

Our traveling show is at present writing on exhibition at the Long Island Photographic Society from whence it goes on to Bridgeport, Connecticut. Its travels so far since leaving the home port have been to Malone, New York, New York City, Valdosta, Ga. and Flushing, Long Island. The 1940 schedule is practically filled with only a few dates late in the year still open.

The camera circle of which we are a charter member club, is rapidly nearing the end of the first period competition. There are three competitions a year and the two best prints from each club for each period will make up a forty-two print traveling salon available to other clubs in 1941.

Elsewhere on this page are the winners for the past three months' competition within our own Club. It is interesting to note that no member has won more than one competition so far this year. Who will be the first to repeat?

Mr. Frank Mason will be with us (weather and health permitting) on April 16 to give us the same talk which we missed earlier.



"Janice" by Warren Kumblad, Roofing Plant. This picture was the winner in the January competition.



Winner in the February competition—"Old Four Trunks," by Perley H. Mudgett, Main Mill.

ENTERTAINMENT

BY GEORGE WALLACE

THE Entertainment Committee is busy now working on plans for another banquet, entertainment and dance which we hope will be as good as, if not better than, the last one. The first notices will be in the mail before this issue of the *Review* appears, giving details as to the time, place, and date.

Nearly 700 people including Bird Club members and guests attended the play "Our Town" put on by the Walpole Footlighters on Saturday, March 2, at the Norwood Junior High School. This was something different than the usual line

of Bird Club entertainment and was well received. The members of the cast did a wonderful job of acting and deserve a lot of credit for their work. Included in the cast were the following Bird & Son workers: James Sullivan, Office Stores Department; Edward Travers, Flooring Plant; Squire Munson, Shoe Carton Sales Division; Anne Lindsay, Purchasing Department.

Lillian Beaulieu, Warehouse Records Department, acted as assistant director of the production and Roger Sumner of the Accounting Department was assistant stage manager.

"Sunday in the Snow," by Paul Kugel of Norwood—the winner in the March contest.



BIRD NEPONSET REVIEW

Vol. XXVIII April, 1940 No. 2

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will
Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.
Shreveport, La.
Advisory Board
P. H. Bailey R. C. Floyd
C. W. Conrad B. D. Rogers
EDITOR CIRCULATION MANAGER
E. M. Grout A. S. Blaney
PRINTING FOREMAN, F. R. Meyer

*The need of a good job for every man is no greater than
the need of a good man for every job.*

QUALITY FIRST

WHEN you go to the store to buy a loaf of bread or a pound of butter, you watch out for two things—the price and the quality of the product. You do the same thing when you go to buy a more expensive article like a new suit of clothes, a radio, or a battery for your car. Whether the article costs ten cents or fifty dollars, you try to make certain that you are getting your money's worth.

Those who purchase Bird Roofs, Bird Rugs, or Bird paper products are no different from the rest of us. They, too, expect full value for the money they spend. They buy Bird products because they believe in the quality and reliability of these products. To put it in another way, they are counting on all of us who make Bird products to put our best workmanship into every bit of material we make. If we fail in this and some customer gets a shipment that is unsatisfactory, we may lose his business entirely.

Maintaining a high standard of quality is the most important part of our job at all times. We must all do our jobs with the same sort of careful workmanship that we ourselves expect to find when we make a purchase for our own use. Good workmanship is still the most valuable tool any man can possess. By turning out a good job for the company, we not only help maintain good business, but materially increase our own value to the company and the security of our jobs.

SOCIAL SECURITY AND YOU

DURING the 1939 Sessions of Congress and the Massachusetts Legislature, several changes were made in the Federal Social Security Law and the Massachusetts Unemployment Compensation Law, changes which affect all of us who work. Without attempting to go into the complicated details of these new laws, we are listing here the principal changes as simply and briefly as possible:

FEDERAL OLD AGE BENEFITS

1. Formerly all workers over sixty-five were exempt from the Federal tax; now all workers regardless of age must pay the tax as long as they work.
2. "Lump sum" settlements for workers who reach age sixty-five have been discontinued and monthly benefits will be paid instead, starting at the time the workers retire. Those who have already received lump sum settlements will have their accounts re-opened and receive monthly benefits when they retire. The amount of the lump sum will be deducted from the monthly payments.
3. Monthly benefits for those eligible started January 1, 1940, two years earlier than the date originally set—January 1, 1942.
4. Instead of increasing to $1\frac{1}{2}\%$ in 1940 as originally planned, the tax to workers and employers now remains at 1% through the year 1942 and then will increase to 2%.
5. Eligible workers are now classed as either fully insured or currently insured. Fully insured individuals are entitled to retirement benefits after age sixty-five and to supplementary benefits for aged wives or dependent children. When fully insured individuals die, their survivors are entitled to monthly benefits, or in certain cases, a lump sum settlement. Currently insured individuals are not entitled to retirement benefits but upon their death, their survivors are entitled either to benefits or to a lump sum settlement. Both fully and currently insured individuals are determined on the basis of "quarters of coverage", or calendar quarter years in which

FOR FURTHER INFORMATION

WE have received word that a representative of the Social Security Board will be in Norwood on the second and fourth Thursday of each month. His office will be in the Norwood Post Office and he may be seen between the hours of 9:30 A.M. and 4:00 P.M. on these days.

He stands ready to answer questions that you or your friends may have regarding Old Age and Survivor's Insurance under the Federal Old Age Benefit Plan.

the worker earns at least fifty dollars in employment which comes under the Act.

- a. A fully insured worker must have quarters of coverage equal to half the number of quarters after 1936 (or his twenty-first birthday if it is later) and before the quarter in which he became sixty-five or died. In any case, he must have at least six quarters of coverage. After a worker has completed forty quarters of coverage, he remains fully insured regardless of his employment thereafter.
- b. A currently insured worker must have had at least six quarters of coverage in the twelve quarters (or three years)

New summer home of Mr. and Mrs. Malcolm R. Haskell at Daniel's Island, Cape Cod. All the floors are laid with Bird "Pegged Plank" Chromalin.



immediately preceding the quarter in which he died.

6. Supplementary benefits equal to one-half the worker's own benefit are paid to:
 - a. The worker's wife at age sixty-five or over.
 - b. Unmarried dependent children under eighteen.
7. Monthly benefits for survivors of qualified workers dying after 1939 are paid to:
 - a. Widows sixty-five or over.
 - b. Widows with dependent children in their care.
 - c. Each unmarried dependent child under eighteen.
 - d. Each dependent parent age sixty-five or over if there is no widow or dependent child.
8. "Lump sum" death benefits are paid only when the worker leaves no survivor entitled to monthly benefits.
9. Another section of the new law requires each employer to furnish every employee with a statement of wages earned and the amount of the Federal tax paid. These statements may be issued annually, quarterly, or at the time of each payment of wages. Bird & Son has of course furnished such statements of earnings for years in the form of stubs on each pay check and we have shown the amount of tax deducted ever since the tax was first imposed. We want to remind you again that these stubs should be saved as they give you an accurate record of your earnings and your tax payments.

UNEMPLOYMENT COMPENSATION

1. The waiting period for benefits is now two weeks. These weeks need not be consecutive.
2. A new provision reads: "No waiting period may be served and no benefits shall be paid for the period of unemployment next ensuing after an individual has left his employment voluntarily without good cause attributable to the employer or his agent." This means that those who quit their jobs voluntarily cannot collect benefits unless it can be shown that their quitting was the result of some action or condition caused by the employer.
3. The benefit payments after



This past winter our Flooring salesman in western New York, Michael Kareken, organized this bowling team made up of men from the sales force of the E. W. Edwards & Sons Company of Rochester, New York who sell our products. Mr. Kareken reports that these men are good bowlers and fine salesmen for Bird & Son. Mr. Kareken himself is shown in the insert at the upper right of the picture, and Mr. Daniel Dean, our jobber's salesman for Rochester, is shown at the lower left.

April 1, 1940 will be more liberal, both in the amount of weekly benefits and in the length of time the benefits can be received. They will be calculated differently, and all so-called "extended" and "additional" benefits will be eliminated.

4. Beginning October 1, 1940, payments will be made for "partial unemployment", which the law defines as being any employment in less than a full time work week wherein the worker receives wages less than total benefits he might have received if totally unemployed. The methods of registering for such partial benefits have not yet been worked out.

In this short resume of the principal changes in the Acts, we have not tried to show actual amounts of benefit payments or the method of figuring them. These are too complicated to explain without going into great detail, but any workers interested may obtain additional information by calling at the Personnel Department.

FOR SALE

Six-room single house, modern improvements, newly renovated, heat, garage, centrally located. Apply 12 Fuller Avenue, East Walpole or see Frank LaCivita, FXB.



By E. H. COLEMAN

BY the time this issue of the *Review* is distributed, we will have completed our 1939-1940 series of lectures.

The first three lectures were by Prof. F. Alexander Magoun of Massachusetts Institute of Technology. His subject was "Human Relations." The last three lectures were by Dr. Edwin P. Booth of Boston University, and his subject was "History and Current Affairs."

Our average attendance at these lectures was well over one hundred. While this is the largest attendance at any of our educational activities thus far, we feel that the type of program presented this year is worthy of the support of at least three times that number of club members.

We would like to take this opportunity to thank all who took part in these lectures and made them a success.

PERSONAL NOTES

MAIN OFFICE AND SALES

ALICE CLEM
ELEANOR BADGER
SABINA COSTELLO
L. T. HARRIMAN

VERA RANSOW
JOHN MURPHY
DOROTHY McEENEY
EDMUND GEIGLE

We saw Bob "Flash" Garner playing basketball at Norwood recently. Needless to say, he played a "bangup" game, receiving numerous bruises and a wrenched ankle. We asked him why he didn't wear knee guards. His reply was, "Where—on my ankles?"

It's a nine-pound boy born March 18th to Mr. and Mrs. R. H. Emerson. Dick is our representative in Central Pennsylvania.

WELL?

Blame it on the blizzard—but the Sharon police had to take a noted member of the Accounting Department home from the "Red Rooster" during the recent big storm!

It was hard to believe Thomas Benson, Roofing representative in Rhode Island, when he reported he would be laid up for eight weeks with a broken arm, received from falling on the ice when fishing. But the story was confirmed, and Tom will be selling for a few more weeks without the full use of his arm. He has reported recently that he is coming along nicely and that he is now able to do some of his own driving.

That awful noise you heard during the morning performance of GWTW in Norwood was Mary Craven eating her lunch which consisted of, well—we won't say what all, but how was the apple pie, Mary?

SPRING TOPIC

Of course, the discussion in the Billing Department nowadays is always "hats"! And boy, those girls sure can discuss, when they get going.

Loud was the cry of welcome that T. E. Oakes received when he returned to the Roofing Sales office after his sojourn in the hospital. Appendicitis got him down, two days before St. Valentine's Day, and kept him from the office right through the rush of February 25th. We understand he doesn't know what to do with his weekends now, as he has put aside his new ski outfit and has bid goodbye to New England's eastern slopes for the rest of this year. Incidentally, after recuperating in Chicago, he says there is no place like East Walpole (Chicago please note).

We have heard of "ants in your pants", but H. E. Davenport was seen recently with ants in his hat! Davy swears one is as bad as the other.

The recent blackout caused by the ice storm found most of us in odd places. "Believe it or not" Mary Holmes says she was, of all places, in the bathtub.

We welcome as a Roofing Sales Correspondent Thomas E. Miller from Washington, D. C.

We are also happy to welcome Edmund Bourne, new correspondent in the Box Sales Department.

MORE SPARKLERS

Both Lillian Gardner and Catherine White are wearing diamonds. Best wishes, girls!

George W. Carr, recently of the East Walpole office, is the latest addition to our outside roofing sales force. George will present Bird quality roofing products to the people of Maine in the five northernmost counties. This new territory, previously covered by W. J. Nelson along with his present territory in the



Last summer, before he started working for us, Michael Arbarchuk was a member of the crew on the Massachusetts Nautical Ship, S. S. Nantucket. Michael is the fellow on the left in the foreground.

southern part of Maine, adds another link to the chain of increasing coverage of Bird roofs and sidewalls.

CONFUCIUS SAY

"It takes a bow to catch a beau." We're sure there is no connection here, but lately Mary Craven has been wearing two cute "glamour bows" in her hair.

We all are glad to see Mary Griffin back at work after being out sick for a few weeks.

We welcome W. L. Spaulding, new member of the Statistical Department.

Spring is here! Bill Blair is still aware of the fact that this is Leap Year. You should hear him talk about it.

Did you hear about the big bowling match between Roy Cooper's team and Albert Eckert's team? It all started because of a dispute between the two of them as to which one was the better bowler. Albert said it would be like taking candy away from a baby, as Cooper had never bowled before, but arrangements were finally made for a match at Roll land. The result is now history—Cooper's team won, and Cooper (the hero) trimmed the daylight out of Albert! Things got so hot that Joe Erker (on Albert's team) not only removed his coat and vest, but started to take off his suspenders.

Bob McCahon, roofing salesman, has moved from work in Metropolitan New York to the State of Vermont where, along with very nice sales, he is reporting deep snow, 30 below zero weather, and excellent skiing—even Mt. Mansfield's Nosedive trail. Bob is enthusiastic about Vermont people, dealers, scenery, climate etc. and feels that Burlington is close to the equal of Broadway.

Jim Conrad has moved from the office to Bob's former work in New York, but there is no news from him as yet.

Clyde Phipps, roofing salesman in Northern New York, wouldn't say much at the recent sales meet up about his bob-sledding, but we know well that he is up in the expert class

and that he was looking forward to going to the Olympics. The conflict in Europe has dampened those hopes, but Clyde has been placing in some of the Sunday runs, like the National Championships, at Lake Placid. He has been trying to interest L. L. Williams in an easy practice run of about 50 M.P.H., but has not been able to sell the idea as yet!

Adam Scott slumbered through a "hot foot" without a wiggle during lunch hour recently. Scotty must be a heavy sleeper or else something went wrong with the trick.

How many office employees have joined the Swiss navy?

What has happened to our balcony scene at the store room window?

We welcome Agnes Harvey and Nancy Sibley to the Stenographic Department.

Al Berglund recently strolled into Stenographic with a strawberry ice-cream cone. After grinning rather shyly Al walked over and handed it to Mary Blazonis. Al seems to have forgotten that there are 28 more of us!

PAPER MILLS

HERMAN NORDSTROM
FRANK MURPHY
EDWARD GERAGHTY
EDWARD COSTELLO
CAROLYN DELANEY

MARY DRISCOLL
PETER GLEBUS
JOSEPH JARLIS
ERNEST STATHER
LAWRENCE BALDUF

James Markiewicz has returned to work following a long illness. Welcome back!

Harold Johnson is convalescing at home after a minor operation.

John DeCosta is still out, but we hope he will be back with us soon.

The girls of the Finishing mill got reckless and enjoyed a show and supper in Boston, recently.

Catherine Robertson, our "chauffeur", has recently secured two new tires for her Ford. We hope she won't have any more flat tire excuses when she is late.

If anyone is interested in good advice on personal matters, get in touch with "Babe" Connolly of the Finishing Mill. She knows all the answers. Watch out men, this is Leap Year!

Congratulations to James Mulkern who welcomed a baby girl into his home last month.

John Doyle is taking an early vacation the week of March 25th.

Anthony Yuhasky is better known to the fellows of the Stock Transfer Department as "Half and Half."

Harold Tracey is planning a dancing career for his young daughter.

John Poulousky has given up his hobby of raising pigs, since the last one died from an over-feeding of apples.

Fred Bortolotti and his dance band are at present "at liberty"; but it is rumored that they are having an audition for playing in at "The Latin Quarter."

PHILLIPSDALE

REXFORD H. SALISBURY
DAVID S. LOWRY

JOHN H. NOLAN
LESLIE E. HOWARD

Congratulations are being received by Al Farrell who was married to Lena Correllas on February 12.

We are quite proud of our new warehouse which is now being used to its capacity.

A short time ago we read in the *Review* about a few giants they have in East Walpole. We have quite a few midgets here at Phillipsdale—Joe Silvia, Lewis Jennings, Anthony McBride and Tom Horridge but Tom says he isn't any shorter than the others when he wears his shoes with the 3 inch heels.

Like everyone else in our vicinity we had quite a time during the St. Valentine's Day blizzard. Many men were not able to get to work but the machine was kept running by using the men who weren't able to get home. Joe Fisher made some kind of record by walking to work and getting in on time from Central Falls. Joe Queenan, who lives in Hoxsie, also got in to work but we haven't

A candid (very candid) camera shot of Bill Graham of our Accounting Department, playing the water hole at the Walpole Country Club last summer. Bill says his game has improved since this experience.



been able to find out whether he started from Hoxsie that morning or started from some place on the way home.

Our sympathy is with the family of Manuel Corry in the recent death of his father.

We hear that Condry was breaking out roads in Rehoboth. Why?

BOX FACTORIES NO. 1 BOX SHOP

JOHN P. WALSH
EARL BOYDEN

JOHN PHELAN
HELEN SIRONKA

RICHARD SPRAGUE

Pat Sylvester has a new-to-him Dodge.

John Goonan and Gus Hogan took a week's vacation and spent it shoveling snow! This wasn't in the plans, but the blizzard came along and there was no help for it.

Where was Harold Higgins the night of February 1? Forest Hills seems to be their parting place, but why is he so shy when he says good bye?

EASTER BRIDE

Best wishes to Connie Calderone who joined the ranks of housewives on Easter Sunday. She is now Mrs. Raymond Mattson.

Dick Sprague, who lives in the house formerly occupied by the late Mr. Maurice Ahearn, recently found a most interesting ticket for an F. W. Bird & Son Employees' Mutual Benefit Association picnic. It was dated Saturday, August 21, 1909 and labeled "A Time to Nantasket". On the back was a list of benefit officers at the time, and of these, twelve are still associated with Bird & Son, seven of them in active service and the others, retired. The names are: James E. Smith, J. M. Smith, A. R. Jenkins, C. S. Bird, Jr., P. R. Allen, T. P. Maguire, Andrew Urquhart, E. H. Bartlett, James Geary, James Kivlin, Michael Hawkins, and H. L. Engley. Dick says he found the ticket lying on a beam in the barn.

It won't be long before Bill Reardon says "I do", for he has been seen furniture shopping recently.

Amelia Galgauskas was operated on for appendicitis a few weeks ago. We all wish her a speedy recovery.

Good luck to Walter Travers who has been transferred to inspecting in the Paper Mill.

Charles Desmond is hereby warned to watch out! This is Leap Year and it looks to us as if somebody was paying him an unusual amount of attention.

Frank Welch entertained Hannah O'Day, Domenica Lipinsky, Catherine Bellew, Louise Collins, and Antoinette Palumbo at his home some time ago and surprised them all by playing the accordion for them.

Roger McNamara is still at the Norwood Hospital recovering from an automobile accident. We are hoping for his speedy return to work.

Bill Carrigan has recently joined the ranks of the benedicts. We all wish the best for him and his bride.

Ellen Ahlman has returned to work after a siege of illness.

Bill "through-the-ice" Downing has had a real good winter for his favorite sport. It develops good muscles and a tough skin to break through a couple of feet of ice to swim at Lake Masapoag!

Anne Stasis and Pauline Kasulinos are talking about a month's vacation. Is it romance, girls, or just being fed up with us all, that prompts you to want to stay away so long?



Joseph F. Campisano, son of Tony Campisano who works at our Roofing Granule Plant. This picture was taken last summer.

The fellow-workers of Kenneth Towle wish him the best of luck in his new venture. Ken is leaving to take up farming in Walpole, N. H.

Ralph Farris took an early vacation to remodel his home. According to reports he did a very good job.

Charles Haak is laid up with an infected hand. We hope he will be back with us soon.

Melvin White is going around singing "Crazy over Horses". We wonder why. Maybe he made a hit.

Peter Flaherty is another early vacationist.

Martin Green has a new 1940 Oldsmobile which has had three trips to the repair shop already. Hitting things seems to be a specialty with him.

NO. 2 BOX SHOP

JOSEPHINE ROSE
ALICE BRADY
HELEN CEGLAWSKI

ALMA WALSH
THOMAS WOOD
VAUGHN ALLEN

Charles Shusta is now known as the green hornet, following the reputation he has earned by wearing the all-green outfit mentioned in the last *Review*.

Mike Sadoway has finally decided to settle down, and it is rumored that he is soon to be married. Who is the lucky girl, Mike?

We welcome the following girls to the flower pot department—Evelyn Michienzie, Mary Sironka, Doris Brookes, Helen Kane, Gertrude Towle and Michaline Lucas. They will be with us during the busy spring season.

Al Lipinski visited the New Bedford Whaling Museum recently. He thought it was the "berries."

John Geraghty is back on the job after being out sick.

We extend our sympathy to Julia Dolan in the loss of her mother.

We are glad to see Alma Walsh and Ethel Havey back again following their sieges with bad colds.

Eino Heikkila doesn't seem to know just what is wrong with his basketball team lately. They are next to the cellar in the league.



Dick Johnson, Jr., son of Richard Johnson at the Shreveport Office is starting training early to be a future Tom Mix.

Who was the hero that rescued Mary McKinnon the morning after the blizzard when she locked herself out of the house? Confucius say "Take key when go out, or dress for weather!"

Joe Smelstor isn't saying much these days, but seems to be doing a lot of thinking. Has that blonde anything to do with it, Joe?

Our best wishes to Betty Doane. She has just announced her engagement to Karl Eklund. We wish them both a lot of luck and happiness in the future.

We are glad to have Barbara Coyne back with us after a slight accident which caused a sprained ankle.

Roy Fullerton is back with us after having taken a short vacation following his illness. We are all glad to see him looking so healthy and happy.

We have a Clark Gable in our midst. Victor Taggart is sporting a new moustache.

Herbert Palmquist has purchased a new Chevrolet.

ROOFING MILL AND OFFICE

ARTHUR McKENNA	HAROLD MATTSOON
JOHN WHITE	WILLIAM PERCY
LEROY WALTON	BRUCE FARRAR
MAXMILLAN RABINOVITCH	KENNETH STUBER

William Jonah, Edmund Wenstrom, Bruce Farrar, Henry Smith, John Walsh, Carl Edmonds, Ted Pieczonka, Mario Tomasetti, Charles Chorlton, Warren Manson, Hugh Gardiner, Nicholas Santoro, Andrew Wright, Ray Call and William Angus represented the Roofing Plant at a recent New York Rangers-Boston Bruins hockey game at the Boston Garden.

The laboratory bowling team is relying on Jim Hanley in their coming match with the Flooring Lab. Jim recently hit an all time high of 213 in a three string total!

MAGICIAN

Sam DiFlaminies has long been ranked as one of our leading bowlers, but no one had suspected him of being a sleight-of-hand artist—not until he pulled four blanks and then his own number to take the door prize at the Bird Club Cribbage party. In the bag, Sam?

Leap Year seems to be taking a heavy toll of the eligibles in the Shipping Dept. At least five of the lads are the victims of cupid's darts and will make the journey to the altar

this summer, Tony Utorka on May 26th, Tony Lucas on June 23rd, Angelo Melino in July, Eddie Mingles in August and Peter Didick in September.

Tony Lucas has moved out into the country—Moose-Hill Road, East Walpole, to be exact.

Emil Anderson has also done some moving. He has traded his new house on Elm St., Walpole, for a three-decker on Winslow Avenue in Norwood.

Tony Campisano is getting to be some handicapper of the horses. See Tony for some hot ones when Narrangansett opens in April.

Francis Nichols has his car on the road again, so watch out, girls!

Howard Bearce has been confined to his home with yellow jaundice. We hope for a speedy comeback.

John Graney is building a new house on Winter Street, Norwood, and Edmund Wenstrom is building a home of his own on Vernon Street extension, Norwood.

Charlie Delphy is back at work after a long illness.

"Charlie Casey" also returned to work but is out again with the same sickness. He had some pretty good stories to tell us about Fred Turco when he and Fred were in the hospital ward together. Fred didn't deny any of them.

John Valma received a very welcome surprise the other day when a large sum of money lost 21 years ago was unexpectedly returned to him. Congratulations, "John-the-Iceman".

No need now for Johnny Hopkins to use his thumb to get transportation to Boston for he is now the owner of a brand new 1940 Plymouth sedan. Too bad, Hoppy, a little walking might be good for that waist-line!

Tommy Cannon has moved to Washington Street, Norwood.

We suspected that Pete Didick's intentions were getting serious when he made a week-end automobile trip to Rochester, N. Y. in the midst of a heavy snow storm.

Everett Jarvis and Pat O'Donnell are putting Narrangansett out of business this spring. Good luck, boys.

Now that skiing is over, our Captain Stanley Jurgelevicz is going back to roller skating. What a break, girls!

Ned Bellew and Ray Monahan were seen trying to lead the parade on the 17th of March in East Boston. What no batons, boys?

When you want your speedometer tested right to a T, see Herb Snell.

By the time this is printed we expect Ralph Kemp will be sporting a new 1940 Dodge Sedan.

Frank McMahon, Warren Manson, Howard Bearce and Ralph Kemp were among those who attended the annual Safety meetings at Hotel Statler.

Don Smith of Building Products Ltd., our Canadian associates, visited our roofing laboratory recently.

Joe Destito moved to new quarters on St. Joseph Avenue, Norwood, and then spent several days confined to the house with a cold.

Congratulations are in order for John Pratt who recently received his electrician's license.

Edmund Mason is going around these days with his chest thrown out, and why not! It is twin girls—congratulations, Ed!

John Conroy has just been elected Selectmen of Norfolk. We bet he will get to work the day after the next big snowstorm.

Winsor Bowden's worries are doubled now after his matrimonial adventure on March 17. Congratulations, Winsor.

Harry Dresser got a prize at the "Smile Party". He had to take his hat off to produce evidence. (All bald-headed men received a prize.) Too bad Dick Stoddard wasn't there.

Joe Kowolowski's prediction on an early spring is, up to now, all wet. Where is this warm weather, Joe?

We see a lot of new faces around the mill. We welcome them all.

We are told that Bill Bishop has a new rabbit hound. The rabbits will have to stay close to cover now.

The entrance to the mill, the day after the big snow storm, looked like the North Station when a snow train is about to leave, except that there weren't quite so many snowshoes around.

Walter Rockwood is piling up a lot of mileage on his new Ford V-8. These weekend trips to western New York put plenty of miles on a car.

The Roofing machines bowling team, champions of the Bird Club League, have challenged Phillipsdale to two matches. The first match is being held March 29th, just as we go to press, at Phillipsdale. Go get 'em, boys!

Ed Hiller's moustache is progressing nicely. In one month it has grown from a basketball five to a football eleven.

Joe Quinn has been burning up the road between Norwood and Boston, lately. What's the story, Joe?

FLOORING MILL AND OFFICE

ANGELO MACCHI	LEON ZINKOWSKY
THOMAS PAQUETTE	ALBIN VIETZE
LAURENCE GAMMELL	THOMAS BURNS
JAMES BUNKER	EDWARD TRAVERS

FRANK SHIMSKY

Red Wurzel certainly enjoyed Valentine's Day with the help of the snow storm.

Your correspondent has had it reported to him that Charlie Lets has developed a fervent interest in knick knacks of one sort or another. He has been noticed quite often browsing around a knick knack shoppe in Boston.

EXCLUSIVE

Bill Binder and Ira Gray now enjoy the privacy of their own laboratory—of course, company is welcome.

Mrs. William Slattery and daughter Geraldine. Mr. Slattery works at our Roofing Granule Plant.





Proof that Shreveport really had some snow last January. This picture of a section of the plant and the surrounding countryside shows the results of the first real snowfall in ten years.

Warren Johnson has left the employ of Bird & Son to take a new position with the Industrial Alcohol Company in New York.

Gus Hagman nearly had heart failure when he failed to find his car at the door where he left it. It was found some time later in Walpole.

Red Davidson and Willard Besaw of the Finishing department have just joined the ranks of the happily married.

Charles Davenport is trying to purchase one ski since he broke one recently in New Hampshire. Better try the one-legged way, Charlie.

Among the newcomers at the Undercoat department are Frank Erker, Ralph Boone, William Cormier and Lawrence Sullivan.

Alex Morrison has purchased a new-to-him Chevrolet.

We would like to know what reason Red Wurzel has to keep him from bowling Wednesday nights. P.S. Can it be another red head?

When is Bert Seekins going to begin to bowl? He talks a great string—but does he bowl it?

The February storm took a terrible toll among the Chevrolets, notably Benny Capone, whose car got lost, and Benny found himself in it in Braintree. He arrived at work a day late.

We were sorry to learn of Walter Wallis's misfortune. We understand the recent heavy rain washed away many of his traps.

We wish a speedy recovery to Nazareno Lori who was recently injured at the tube machine.

Joseph Ciancarelli will be married on April 6th. Good luck, Joe.

We see that Mr. and Mrs. Carl Hilton have a new Plymouth coupe.

We believe G. W. T. W. Coyne is master of a certain situation over Foxboro way.

Laurence Gammell recently spent a week end in Bennington, Vermont.

What's happened to Rocca since he started to bowl? Can't his legs take it?

St. John's best bowling ball is the gutter ball, and can he hit them!

Thomas Brady has finally given in. He was married on Easter Monday. Congratulations!

If everybody could take the before-marriage riding that Fred Sachs took, they would deserve real congratulations, as does Fred!

Jesse Ghen has added another to the workers in his department—Thomas Leach. We hope you like us, Tom.

Incidentally, Tom got buried in the big snowstorm.

Arthur Balduf recently received a rude shock when he discovered there were three other electricians working in the same department.

Ira Gray is taking bowling lessons from Red Tomato Wurzel and has beaten Red consistently. That's the way to teach them, Red!

Matthew Connolly is now a member of the Design Department.

Carroll Gammell has just moved again to new quarters. He can't stand the same scenery for long.

We have an old friend with us again in the Shipping Department, Sumner Jones, the little boy!

We welcome all the new workers in the Shipping, Chromalin, and Undercoat Departments.

An issue for debate—Shall I buy a new car or get married! In settling this question we suggest that you remember that you can't trade a wife.

Congratulations to Louis Camelio who welcomed another boy into his family on March 26. Louis was working on the eleven to seven shift and didn't know anything about all the excitement until he arrived home in the morning and found the new arrival waiting for him!

Congratulations to Walter Wallis who celebrated his twenty-fifth wedding anniversary on Saturday, April 6. His many friends in Norwood gave him a party in honor of the occasion.

CHICAGO MILL AND OFFICE

GLADYS DAVIS
RAYMOND GUSICK

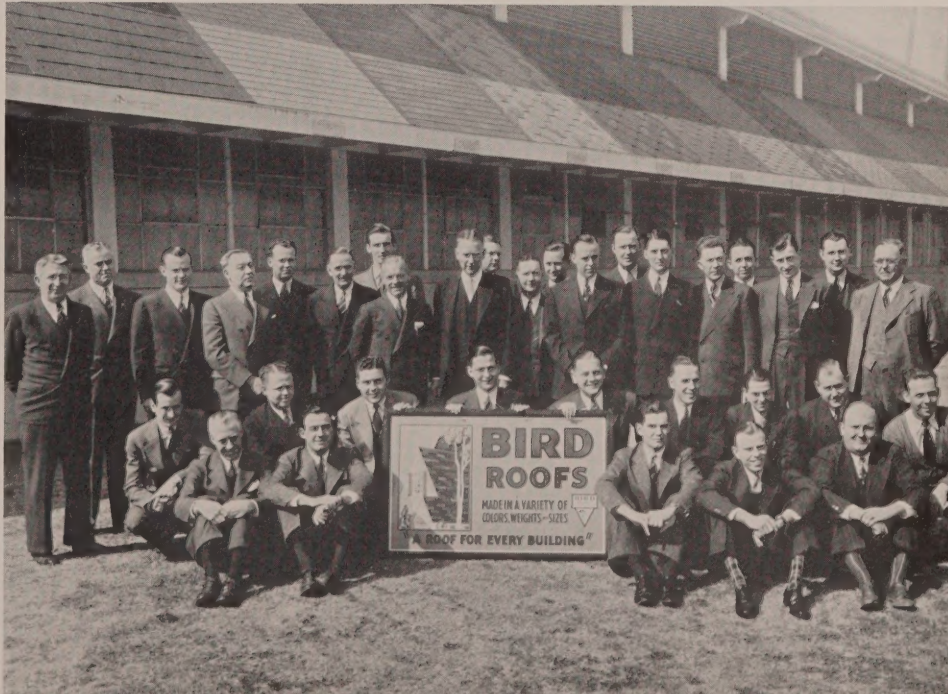
EDWARD STADT
M. C. THOMPSON

On a visit from sunny Shreveport, Mr. Young did some complaining about our nine degrees above zero weather, so he went back to Shreveport, and did he get cold!!

Radio reports told us about the big blow in Shreveport. We were glad to learn that you did not get hit too hard.

It has happened again to Bud Lester. Her name is Rose.

Salesmen and executives present at the Meet-up of the Southwestern Sales force at Shreveport on February 19 and 20. First row left to right: C. C. Pregge, P. D. Blanchard, A. G. Hopper, H. B. Beauchamp and J. R. Chapman. Second row: C. E. Houghton, L. G. Houston, G. E. Mahoney, H. E. Raney, Jr., A. D. Leslie, L. R. Johnson, George Shaw, E. W. Canterbury and Raymond Wolfe. Third row (Standing): A. W. Miller, Carl Andrews, D. R. Province, C. W. Conrad, Director of Manufacturing; L. S. Wright, Sales Promotion Manager; L. L. Williams, Manager Built-Up Roof Division; G. S. McKean, E. L. Chamberlain, Roofing Sales Manager; R. C. Floyd, Director of Sales; Arwood Brock, R. D. Peterson, Southwestern Sales Manager; Ray Sellens, J. G. Young, Western Manufacturing Manager; E. B. Dodd, J. W. Tidwell, Bradford Morris, Charles Duerson, R. F. Jenkins, B. P. Soward, and F. E. Dyess.



CHECK AND DOUBLE CHECK

Why does Ed. Brown's face turn red when mention is made of the girl at the Meet-up? After the meet-up he went out and got so brave he started to raise a mustache.

SPRING ATTRACTIONS

Spring must be in the air—with all the bright new shiny cars. Ray Young, Harold Altman and Ed Buffington are sporting their new ones, and Walt Manteuffel got himself another Ford. (Some of the folks surprised us by having their cars washed.)

We are glad to see that Bill Eby is back on the job after his recent accident.

Confucius Cooling is looking for new material. If any of you can help out, please do so, because he claims he is going to read up on Mrs. Confucius, and heaven help us then!

It looked as if Bruce Keller was trying to hide from some one last week with those smoked glasses. Probably the income tax collector.

Harry "Walker" Brandau claims he likes to work around the front end of No. 1 Machine. What's the attraction, Harry?

Ed Stadt spent about two dollars and six hours' time trying to make some pictures of his children during the Christmas holidays. The only picture that came out was one of a toy train under the Christmas tree.

FOOLISHMENT

A charming bass singer named Hanna Got into a flood in Montana.

As he floated away

Wes Ahlgren they say

Accompanied him on the piano.

OPEN LETTER TO EAST WALPOLE:

Take good care of Ray Young, because we're going to miss him. (By the way—he's got a good bargain in pen and pencil sets. See him for particulars.)

HAROLD ALTMAN?

Conductor: Listen fellow—how could you possibly lose your ticket?

Fellow: You don't know me—why once I lost a bass drum.



Charles G. Miller, son of Mr. & Mrs. L. G. Miller of Shreveport, who made a high score in a recent contest at the Louisiana State Fair. He surely looks healthy and husky enough to win a prize anywhere. Charlie tells us that his father works at the Bird & Son Shreveport Plant.

Lou Lance went and done it—got himself a new Plymouth. We knew you couldn't hold out much longer, Lou.

Al Bohnenberger is sporting his new dream car. You guessed it—a Mercury, and a nice job it is.

"Bill" Goforth and family who live in Kansas City have lately moved into their lovely new home on Sunset Ridge in Overland Park, Kansas, a suburb of Kansas City.

Ray W. Oakes has taken over the Western Michigan sales territory formerly covered by Walter Lupton.

Hal Rohrbach has returned to a Plymouth again, this time to stay, he claims.

Eddie Striek is going to get married. Nuff said.

The Great Checki states that March 30th is his last day of single life. When we see him get married, we can say we have seen everything.

Salesmen report a most optimistic feeling prevailing as to 1940 business at all the lumber dealer conventions this year.

A couple of new "Buick" addicts are the Brebach boys—yes both Bob and Gresh have them—Gresh's two-tone green is quite fancy.

Building model midgets seems to be getting in the blood of the boys at the Mill. There are three of them started. Keep them going boys, we want to see them finished.

The Dead End boys on No. 1 machine are surely smoking strong cigars these days.

If anybody here has a hobby of collecting pipes, it would pay him to see what Dick Potter calls a pipe!

Glen Hall, our former district manager, was in attendance at the Michigan Retail Lumber Dealer convention minus 8 pounds and with only 2 cigars in his pocket.

SHREVEPORT MILL AND OFFICE

GRACE FULLER CHARLES HOUGHTON
ROBERT JENKINS

Frank Kruienza and Jake Kruienza were installed as Church Deacons in a local church a few weeks ago.

"Bird Roofing Night" was observed last month at the regular monthly dinner meeting

of the Shreveport Foremen's Club. Mr. Glen Young was the principal speaker. The purpose of this meeting was to acquaint foremen of other local industrial plants with the products and services of Bird & Son. Other industries will be featured in future meetings.

Mr. and Mrs. Ray Wolf are the proud parents of a baby girl (Carolyn Jean) born last October.

Who is this famous "Turk" seen so much with John Scheen.

Ray Wolf's car top was badly damaged during the hail storm recently. Better use sheet metal next time Ray.

Robert Jenkins, who has been on our sick list, is able to be about again.

Glenn Young had quite a pleasant surprise during his lunch hour a few weeks ago. He received a singing birthday telegram, which caused quite a bit of amusement to everyone, especially the fellows who sent it.

We ran across this item in a recent issue of the Nation's Business magazine:

WHERE IT CAME FROM

In response to a request from a New York law firm, a New Orleans attorney recently rendered an opinion on the title to a tract of land in Louisiana. Back came a letter from New York saying that the opinion was O.K. as far as it went, but that title to the property prior to 1803 had not been covered satisfactorily. And here is what the New Orleans lawyer wrote:

Please be advised that in 1803 the United States of America acquired the Territory of Louisiana from France which in turn had acquired title from the Spanish Crown by conquest, the Spanish Crown originally having had its title by virtue of the discoveries of one Christopher Columbus, a Genoese sailor who had been duly authorized to embark upon his voyage of discovery by Isabella, Queen of Spain; Isabella, before granting such authority, had obtained the sanction of His Holiness, the Pope; the Pope is the Vicar on earth of Jesus Christ; Jesus Christ is the son and Heir-Apparent of God; God made Louisiana.

BASKETBALL AT SHREVEPORT, LA.

THE Shreveport Plant has entered the basketball field this winter for the first time and has made a very good record for its first season, winning four and losing three games.

We were entered in the Y Basketball League of the city and have made the following final scores:

BIRD & SON	OPPONENT
February 13—28	Byrd High School—23
February 27—22	Caddo Casket Co.—23
March 5 —28	L. & A. R.R. —30
March 9 —31	Benge Ahern Funeral Home —20
March 12 —31	Y. M. C. A. —7
March 14 —25	Charity Internes —28

The following Bird & Son men have played on the team this winter:

Henry Johnson, Emmett Brewer, Cephas Meyer, Modester Meyer, Oscar Palmer, Jack Watts, William Winkler, George Gray, George

Shaw, Robert Kennedy. Raymond Wolfe, Manager.

The Caddo Casket and L. & A. R.R. games were both played into overtime. An extra game played with Waskon High School, Texas was won by Bird & Son, 51 to 24.

CLEAN RECORD IN MARCH

AS we go to press with only three more working days in March, it looks as though we were going to establish our first no accident month since last August. We have actually operated more than thirty days now without a lost-timer, as our last accident was on February 20.

Two accidents must be reported for February, one at the Norwood Flooring Plant, and the other at Chicago. The Chicago accident occurred on February 12 when William Eby was struck by a tractor. He was standing near a tractor which was not running when another employee passing by accidentally touched the starting switch causing the tractor to move and hit Mr. Eby on the left ankle. He lost five days' time.

The other February accident occurred on the 20th when Nazareno Lori at the Flooring Finishing Department fractured both the bones in his left forearm while feeding paper into the tube-making machine. As he was performing this operation, his hand was caught by the belt which carries the paper and drawn into the machine. He is still out of course, but is recovering very nicely.

It's a mighty good feeling to have a month go by without any lost time accidents. The year is still young, we are off to a good start, so let's continue and have a lot more months like March during 1940.



THE human engine—the heart—performs well or badly according to the treatment it receives, just like an automobile engine, says a recent article in Hygieia, but it is far more wonderful, enduring and efficient than any engine ever built by human hands.

SUGGESTION AWARDS

FEBRUARY, 1940

THE following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Repair "Warnock" Plate Hooks—Roger E. Carlson, FXR

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Wipers on Ductor to Saturator at FBI—W. Raymond Bearce, FBI
New Type Connector from Chain Falls to Frame on FFP5—Everett S. Coffin, FFP
Y Connection for Small Hopper Over #2—Joe Cozzi, FC
Platform at DMP3 Winder—Walter Cyr, EMY
Round Iron Guard on FBV Door 25—Peter Didick, FBV
Stop for FF Doors—Alfred G. Disnard, FFG
Emergency Switch for Body and Lining Stuff Pumps—A. E. Doderer, DMP5
Rubber Tired Wheels on Broke Cars—Edward Geraghty, EMW
Replace Spillover Hose with Sheet Iron Funnel—G. W. Gray, Jr.
Move East Wall Away from Coating Kettles—G. W. Gray, Jr., FSPM
Put Windows by Coating Kettles on Hinges—G. W. Gray, Jr., FSPM
Change at #1 Blende Machine—Thomas Jones, FC
Bronze Bearing at FFN—John Macchi, FFM
Steel Roll in Looper—M. W. Marlar, FS
List Wallboard on Salesman's Order Pads—Frank L. Marshall, Chicago Sales
Move Slitter Assembly—Fred Pierson, DPP
Dial on PIV—John Scheen, FS
Pulleys to Close Doors on Fans in Finishing Looper—John Scheen, FS
Light with Separate Switch at FXFM31—John Suman, FXF
Method of Controlling Weight at Thick Butt Section—Jack R. Watts, PSL
Fire Extinguishers by Saturator—Jack R. Watts, PSL
New Method of Counting Shingle Bundles—John H. White, FBM

The following were given an additional award of \$10.00 for having had five suggestions accepted: John Scheen, FS, Jack Watts, FS.

MARCH, 1940

The following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Shafts for Glue Wheels on H Machines—Robert Hood, EMM

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Extension of Board Walk at East Walpole—Philip Anderson, FB Office
Cover for Soapstone Conveyor Hopper—Joseph W. Bartell, FBPM9
Change in Embossing Brics for Insul Bric—W. Raymond Bearce, FBI
Rack for Spare Glue Pots for FXRM13—Ernest Field, FXR
Guide Plate Under Hoppers—Kornelius Kruithof, FSPM
Improvement on Die—Frank J. LaCivita, FXB
Change in Rivet Telescope Boxes—Frank J. LaCivita, FXB
Safety Valve on Boiler in Locker Room—John Scheen, FSPM
Deflector Over Chain at Shingle Machine—John Scheen, FS
Relocate Water Pipe in FF10—Keith R. Spaulding, FFG
Overflow for Line Dissolver Hopper—Brenton Steele, EMW
Changing of Safety Valve on Mixer—Newell W. Tibbetts, FBC
Wearing Strips on Angle Irons Side Guides—Mario Tomasetti, FBM
Stop on FBPM #9 Scale—Stephen C. Traudt, FBPM1
Reinforce Coal Conveyor Buckets—Edward L. Welch, EMM
Changes to Slitter Arbors FBPM#2—Edmund Wenstrom, FBPM1
Metal Grating in floor in Front of Saturator—William Winkler, FS
Lower the Drop on Dry Felt Trolley—William Winkler, FS
Reinforce Metal Skids—Thomas Wood, FXV-2
Method of Oiling Coal Elevator Chain—John Yadenisia, ERH

W. R. Bearce, FBI, was given an additional award of \$10.00 for having had five suggestions accepted.

It is accurately designed to handle normal loads, and even to carry on with a factor of safety for a time under very abnormal conditions, but it must be given a fair chance. It is only a four-cylinder engine but it starts out in almost every case as a perfect mechanism which will serve us well for many, many years, if we do not abuse it.

When we are sick, the heart is working twice as hard. Certain illnesses like rheumatism in childhood, the venereal diseases, and pneumonia can affect the heart very seriously, but even the damage that these do can be largely cured by proper treatment under the guidance of a skilled human "mechanic"—the doctor. We should remember that an automobile motor can be taken to a garage, dismantled and completely overhauled, but *our* motors must repair themselves and keep going continually while doing so. That is why resting and "taking it easy" are so important after any serious sickness.

OVEREATING

Overeating is another common fault. Overloading the heart by eating too much or by allowing yourself to become excessively fat, will do just as much permanent damage as forcing a motor car to carry loads constantly beyond its capacity.

"Warming up" is as important for the human mechanism as for a motor made of metal. That's the reason athletes put in many weeks of training before a football or baseball season. It is every bit as important—though many do not realize it—for men and women accustomed to desk jobs and only a little exercise, to go easy on vacation trips or on any sort of hard muscular work to which they are not accustomed. The heart can be built up to stand the strain, by moderate exercise over a period of time, but very serious damage may be done if a person over thirty forces the heart by straining it unnecessarily.

Nothing on earth is more wonderful than this human machine which is entirely automatic, works for years without interruption, rarely needs repairs that it cannot make itself, readily adapts itself to all sorts of situations, and still functions long after any other engine would be on the scrap heap. Such a machine deserves the best care we can give it.



Two more veterans who celebrated important anniversaries in 1939. A. R. Jenkins, Storekeeper at the Flooring Plant who was presented with a box of cigars on his 45th Anniversary on December 13. Here we see Al delivering his speech of acceptance. Insert: T. G. Henderson, Superintendent of our Phillipsdale Plant who celebrated his 45th Anniversary on December 14.

VETERANS' LIST

WE give below the names of those whose fifth, tenth and fifteenth anniversaries fall during April and May, and of those who complete twenty or more years' service during these months:

APRIL		Years
John M. Smith	4- 9-1879 Retired	61
Frank Fisher	4- 3-1895 Safety	
	Inspector	45
George Doderer	4-17-1896 Paper Mill	44
John Hale	4-11-1899 Retired	41
Edward Bonner	4- 1-1900 Paper Mill	40
Kenneth McLennon	4- 9-1900 Paper Mill	40
George W. Towle, Jr.	4- 1-1901 Office	39
Michael Powers	4- 5-1901 Maintenance	39
Mary Sline	4-11-1901 Box Shop	39
Coleman Howe	4-21-1901 Paper Mill	39
Fred W. Shepard	4- 1-1902 Retired	38
John Spillane	4- 9-1902 Paper Mill	38
Gustaf Johnson	4- 1-1903 Roofing	37
Patrick Hessian	4- 4-1903 Maintenance	37
Joseph Sienkiewicz	4-13-1908 Maintenance	32
Joseph Aukstolis	4-25-1908 Roofing Plant	32
John E. Maguire	4- 4-1911 Paper Mill	29
Arthur Connolly	4- 8-1912 Box Shop	28
Charles Geigol	4-15-1912 Paper Mill	28
Ignacy Plosinski	4-22-1912 Roofing Plant	28
Tony Milus	4-29-1912 Roofing Plant	28
August F. Linde	4-11-1913 Power & Steam	27
John Grusacki	4-25-1913 Box Shop	27
John Leston	4-28-1913 Paper Mill	27
Joseph J. Rosevich	4-29-1913 Paper Mill	27
Festus Connolly	4-24-1914 Maintenance	26
Philias LaLiberty	4-10-1916 Box Shop	24
Klemens Kasetter	4-22-1916 Box Shop	24
R. Ernest Koebel	4-23-1917 Box Shop	23
Arsene Marchand	4- 1-1918 Box Shop	22
Boleslaw Septilka	4- 3-1918 Roofing Plant	22
Nicholas Hrenchuk	4-15-1918 Paper Mill	22
John Stupek	4-17-1918 Roofing Plant	22
Andrew Stupek	4-17-1918 Roofing Plant	22
Ralph E. Nutter	4-22-1918 Roofing Plant	22
Joseph Adamonis	4-25-1918 Roofing Plant	22
Michael O'Malley	4-29-1918 Power & Steam	22
Wm. Shusta	4- 4-1919 Paper Mill	21
Carlo Palazzi	4-12-1920 Roofing Plant	20
John Poulousky	4-12-1920 Paper Mill	20
Frank Larabee	4-12-1920 Office	20
John Wasilunas	4-12-1920 Box Shop	20
Elton Hamilton	4-14-1920 Roofing Plant	20
Edward J. Geraghty	4-14-1920 Roofing Plant	20
John O'Donnell	4-22-1920 Box Shop	20
J. W. O'Donnell	4-22-1920 Paper Mill	20
Robert Hood	4-23-1920 Maintenance	20
	Dept.	20
Mary L. Conton	4- 1-1925 Office	15
Ralph Watson	4- 3-1925 Box Shop	15

Egidio Cioppini	4- 6-1925 Roofing Plant	15
Bernard Maini	4- 7-1925 Box Shop	15
Peter Flaherty	4- 9-1925 Box Shop	15
Michael Grugnale	4-14-1925 Roofing Plant	15
Everett Rockwood	4-15-1925 Roofing Plant	15
John McEndy	4-15-1925 Office	15
Ralph Farris	4-21-1925 Box Shop	15
Cornelius Driscoll	4-23-1925 Paper Mill	15
Edward Hiller	4-27-1925 Roofing Plant	15
Alice Clem	4-27-1925 Office	15
Anthony Lasinskas	4-29-1925 Box Shop	15
Ralph V. Thayer	4-30-1925 Paper Mill	10
Helen Makarevich	4-10-1930 Office	10
Gladys Boulter	4-11-1930 Office	10
Robert Beattie	4-21-1930 Office	10
Jos. Campisano	4- 4-1935 Flooring Plant	5
John P. Bailey	4- 5-1935 Roofing Plant	5
Karl B. Eklund	4- 8-1935 Roofing Plant	5
Levio Magnani	4-10-1935 Roofing Plant	5
Walter Erker	4-15-1935 Flooring Plant	5
Joseph Lipinsky	4-15-1935 Box Shop	5
Ernest Frank	4-16-1935 Paper Mill	5
Anthony Lucas	4-22-1935 Roofing Plant	5
George Kozak	4-23-1935 Roofing Plant	5
Jos. Savastickas	4-23-1935 Roofing Plant	5
John M. Savis	4-24-1935 Flooring Plant	5
Harold S. Boyden	4-24-1935 Flooring Plant	5
Wm. Cherry	4-24-1935 Flooring Plant	5
Stephen Connor	4-24-1935 Flooring Plant	5
Wallace Macdonald	4-24-1935 Flooring Plant	5
Antonio Rende	4-24-1935 Roofing Plant	5
John Glebus	4-25-1935 Roofing Plant	5
Perry Williams	4-26-1935 Roofing Plant	5

PHILLIPSDALE

Vincent Cicerelli	4-13-1916 Plant	24
Fred Billings	4-17-1916 Plant	24
Makar Kurda	4-20-1917 Plant	23
William Callen	4-25-1917 Plant	23
Lucien Alix	4- 8-1930 Plant	10

CHICAGO

Roy E. Hill	4- 4-1918 Roofing Sales	22
Clarence George	4- 1-1918 Plant	22
John W. Dexter	4- 8-1925 Plant	15
James Stanek	4- 8-1925 Plant	15
Ernest Jacobs	4-25-1925 Plant	15
Herbert Schreiber	4- 2-1935 Plant	5
Earl Campbell	4- 2-1935 Plant	5
Harold Rohrbach	4- 2-1935 Plant	5
James Hopkins	4- 3-1935 Plant	5
Frank Aldrich	4- 8-1935 Roofing Sales	5
Ager Obert	4- 9-1935 Plant	5
Philip Hutchinson	4-17-1935 Roofing Sales	5
C. E. Blome	4-23-1935 Roofing Sales	5
Faite Rudolph	4-26-1935 Plant	5
Bernard VanBrussel	4-26-1935 Plant	5
John Milos	4-27-1935 Plant	5
N. Peters	4-30-1935 Plant	5

BERRY ASPHALT COMPANY

Ralph Williams	4- 1-1930	10
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MAY

John H. Smith	5-14-1878 Retired	62
Fannie Murphy	5- 1-1886 Box Shop	54
Annette Blaney	5-17-1896 Librarian	44
Albert Erickson	5- 1-1899 Flooring Plant	41
Harry L. Tower	5-12-1901 Box Shop	39
Michael J. Mohan	5- 7-1907 Retired	33
Patrick Reardon	5- 7-1907 Roofing Plant	33
Paul Kruchas	5-20-1907 Roofing Plant	33
Herman Wauhkonen	5- 1-1909 Flooring Plant	31
Albion Gottberg	5-16-1909 Maintenance	31
Frank R. Meyer	5-24-1909 Box Shop	31
Elmer Jordan	5-25-1909 Retired	31
Matejs Minkevics	5- 4-1910 Box Shop	30
Pasquale Sansone	5- 4-1910 Flooring Plant	30
David Regan, Sr.	5- 1-1911 Maintenance	29
John Ruszakis	5-13-1911 Roofing Plant	29
Adolf Guttock	5-31-1911 Box Shop	29
W. J. Patterson	5- 7-1912 Paper Mill	28
John Wosner	5-23-1912 Roofing Plant	28
Helena White	5- 8-1913 Office	27
A. H. Brooker	5-15-1915 Roofing Sales	25
Michael Connors	5- 1-1916 Paper Mill	24
Lorenzo Galazzi	5- 1-1916 Roofing Plant	24
James Lasky	5- 9-1916 Box Shop	24
Michael Novick	5-16-1916 Paper Mill	24
James Donohue	5-18-1916 Box Shop	24
W. A. Beaulieu	5-14-1917 Office	23
Peter Ruszkals	5-29-1917 Paper Mill	23
Nicolantonio Puopolo	5-31-1917 Flooring Plant	23
Louis Kozak	5- 1-1918 Box Shop	22
A. H. Anderson	5- 1-1918 Office	22
Winifred Rhind	5- 6-1918 Office	22
Martin Flaherty	5- 9-1918 Paper Mill	22
Wm. H. Ivatts	5-28-1918 Maintenance	22
Thos. Foley	5-31-1918 Maintenance	22
Chas. Rusecki	5- 1-1919 Paper Mill	21
Joe Wasulonis	5- 2-1919 Box Shop	21
Stanley Palleiko	5-20-1919 Box Shop	21
Joseph Truskowski	5-21-1919 Box Shop	21
Euplio Puopolo	5- 3-1920 Box Shop	20
Stephen Surpout	5- 7-1920 Flooring Plant	20
John McLennan	5-10-1920 Power & Steam	20

Frank Armukevich	5-19-1920 Flooring Plant	20
Anisim Nikituk	5-20-1920 Paper Mill	20
A. W. Mellin	5-25-1920 Office	20
Paul Persechino	5- 4-1925 Box Shop	15
Ira M. Treen	5- 5-1925 Flooring Plant	15
Joseph Stepanowich	5- 8-1925 Flooring Plant	15
Lawrence Jenkins	5-10-1925 Office	15
Harold M. Hale	5-22-1925 Flooring Plant	15
Alphonse Matthews	5-25-1925 Roofing Plant	15
Harold Tracy	5- 7-1935 Paper Mill	5
Hubert Bamford	5-13-1935 Roofing Plant	5
Michael Binkewicz	5-13-1935 Roofing Plant	5
Eino DiBerto	5-13-1935 Office	5
Ruth Wilson	5-16-1935 Roofing Plant	5
Edward Down	5-16-1935 Flooring Plant	5
Oiva Eklund	5-16-1935 Flooring Plant	5
Joseph Epich	5-16-1935 Roofing Plant	5
Luigi Rondinelli	5-21-1935 Paper Mill	5
Leslie Fitzsimmons	5-21-1935 Roofing Plant	5
Anthony Utorka	5-22-1935 Roofing Plant	5
Nelson E. Wilbur	5-31-1935 Flooring Plant	5
Walter Coleman		

PHILLIPSDALE

Serafim Mroero	5-22-1917 Plant	23
John Madeiros	5- 3-1918 Plant	22
George Hawley	5- 3-1918 Plant	22
Frank Valentine	5-17-1918 Plant	22
Theodore Maddern	5-27-1925 Plant	15
Samuel Mineati	5- 2-1935 Plant	5
Raymond Martin	5-10-1935 Plant	5

CHICAGO

William Eby	5-29-1919 Plant	21
Patrick Long	5- 1-1920 Plant	20
Lawrence Howell	5- 3-1920 Plant	20
John Matcha	5-12-1920 Plant	20
Arthur E. Julian	5-27-1925 Plant	15
Harry Goudie	5- 9-1930 Plant	10

BERRY ASPHALT COMPANY

Ina Popanz	5- 1-1935	5
Ober L. May	5- 9-1935	5

FOR RENT

May, June or September. New cottage on beach near Cotuit. Sleeps eight or more, every convenience, electric kitchen, outdoor fireplace, terrace, screened porch, showers, privacy, pine woods. \$40 weekly, \$150 per month, plus electricity. Call Dedham 2369-W or see Malcolm Haskell, CPX.

IT'S A RULE

WOMAN GUEST (telephoning hotel room clerk): "There is a rat in my room!"

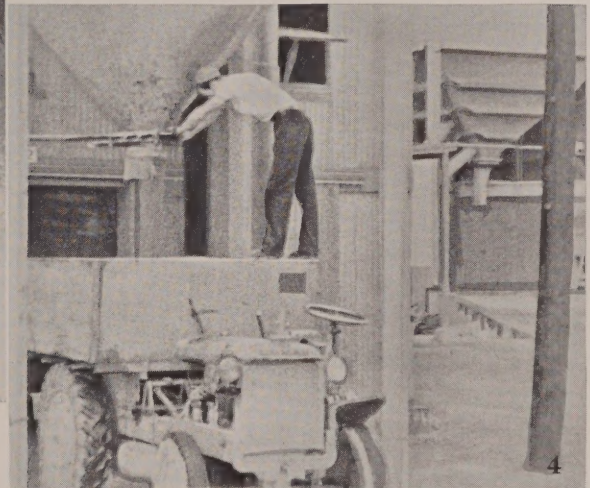
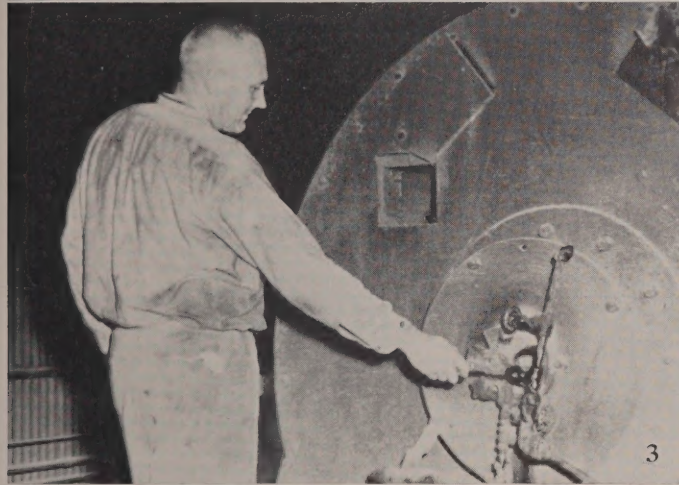
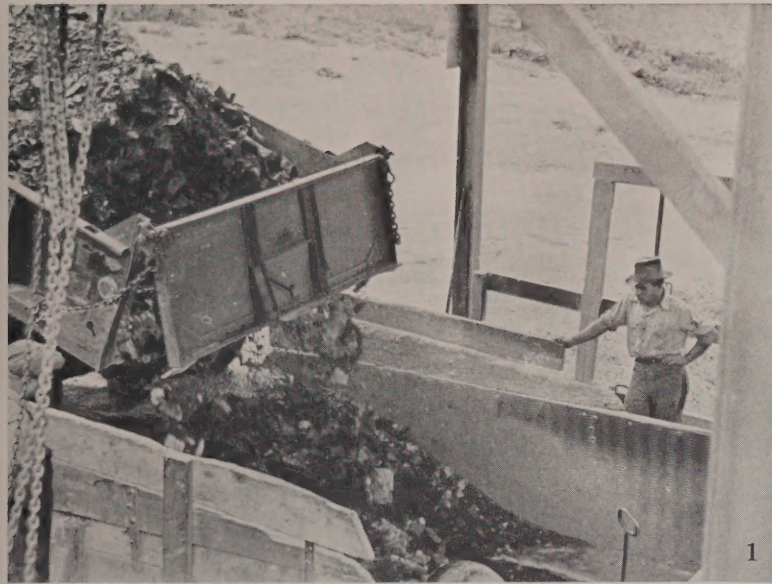
CLERK: "Well, tell him he'll have to come down and register."

Washington Call

ON NEXT PAGE

Scenes from the Granule Plant at the Norwood Roofing Plant and the Undercoat Department of the Flooring Plant. (1) Rocks being dumped into the gyratory crusher at the Granule Plant; the first step in the process of making surfacing for our shingles and siding. This huge machine breaks the rock up into small pieces and prepares it for the three other crushing operations which follow. (2) Anthony Campisano operating the finish screen at the Granule Plant. After the final crushing operation, the rock is put through these screens to screen out both the very fine dust and the pieces which are too large. The large rock is returned for further crushing and the granules of the correct size are sent to the Coloring Plant. (3) At the Coloring Plant, after the proper ingredients have been added and the granules thoroughly covered with the proper shade of color, they are "fired" or baked in a huge kiln. This picture shows John Bailey at the firing end of this kiln which is operated at a very high temperature. (4) After the granules have been cooled they are conveyed to storage tanks where they are kept until needed at the Roofing Plant. This picture shows Antonio Richiardi getting a load of granules from one of the storage tanks. (5) One of the first operations at the Flooring Plant is applying the undercoat to the sheet before it goes to the print machines. This picture shows Martin Lydon and Alex Morrison operating the undercoat machine. This was taken last summer when Lydon was working here during the vacation period. (6) From the coating machine the material is fed into huge hangers to be heated and dried. In this picture Tony Panessa is guiding the sheet in one of the hangers. (7) Pulling the material out of the hangers is the final operation in this department and here are Thomas Nichols and Evan Ostrom watching the sheet as it is being pulled out and rolled up ready for use on the print machines.

CANDID SHOTS AT ROOFING AND FLOORING PLANTS





Our salesman Mr. F. E. Dyess from the southwest, sends us this fine picture of "Melrose," a beautiful mansion in the town of Natchez, Mississippi. This and many other beauty spots like it are open to visitors during the annual pilgrimage from March 24 to April 7 which is sponsored by the Natchez Garden Club.

I AM A COG IN A MACHINE

By HUDSON NIX

Mr. S. H. Kay of our Drafting Department, sent us the following article from a recent issue of "This Week", the magazine section of the Boston Sunday Herald. It is so good that we have obtained the permission of Mr. Nix, the author, to reprint it here.

"JUST a cog in a machine, replaceable at a moment's notice."

I am a shift worker in a huge industrial plant, and this is the way a famous writer has defined my position in life. The definition is correct, yet I take great pride in my job, because small as it is, it is vital to a great business—the business of life and progress.

For eight hours each day I am the human cog responsible for the operation of a number of pumps, motors and machines. They must be kept running to supply water to a rayon mill, which gives employment to more than two thousand other human cogs, including the resident plant manager and the president of the company in a Park Avenue office a thousand miles away. Each of us performs a job that is necessary in the operation of this one plant, which itself is merely a cog in the

rayon industry of the country. In turn, the entire rayon industry is just a cog in the country's industry as a whole. And industry, like agriculture and government, is only a cog in the machine that is American democracy.

So I accept the famous writer's definition. I am a cog in a machine—but that doesn't mean for a moment that I can't be a definite individual as well. True, I work with clocklike regularity at a routine task for forty hours each week, but I have a hundred and twenty-eight hours in which to satisfy my human needs and desires. The radio, movies, sports, books and magazines, hobbies, the church and politics—all of these and many more provide outlets for my interests as an individual.

As a cog in a machine, I have distinguished company. It includes Henry Ford, Owen D. Young, the Du Ponts and countless other important men. And in other machines there are other human cogs carrying on the duties of President, governor, senator and judge; even the scientist,

the philosopher and the artist are cogs in their special machines. As in my case, each of these can be replaced. If he could not be, then the machine would be crippled, progress would stop and democracy perish.

I am particularly glad that I'm a cog in our industrial machine. Industry has its faults, of course, but it seems to me that its aim is the happiness of all of us. For the very growth of this machine depends upon its ability to bring more comforts and conveniences within the reach of more people every year. I am a cog in the machine that is the never-failing servant of humanity. The health, happiness and prosperity of all the people, taken together, is a measure of the success of this machine. And every time a family buys a new radio, a refrigerator, an automobile, or a cake of soap, that family enjoys the fruit of my labor. Just as I am benefited by the work of millions of other cogs every time I pick up the telephone to call a doctor, turn on a light or read my newspaper.

"THE AMERICAN MACHINE"

As a cog in a machine, I am a member of the noblest brotherhood on earth—the brotherhood that works to promote health and happiness for all the people and a stronger democracy for our country. Alone, one single cog seems insignificant, but judged by its contribution to the progress of the whole machine, its work is of great importance. And because each cog is so vital to the whole machine, progress demands that there must be a quick replacement whenever one stops doing its work properly. Knowing that I could be replaced at a moment's notice does not make me feel insignificant. Rather, I am heartened by the knowledge that another cog would carry on in my place or in the place of any other cog, whether it operates in industry or government. In no other way could I be sure of happiness and progress for my children.

Laborers, doctors, clerks, scientists, statesmen, soldiers, businessmen, mechanics, policemen and artists are all cogs in a machine—the machine that is run by all humanity. And, instead of being depressed, I am inspired by the famous writer's definition. I am



Derol May, two-year old son of Mr. and Mrs. Elmer May of the Berry Asphalt Company, demonstrates how he can ride a bicycle.

proud of being a cog in a machine, because I realize that each cog plays an important part in the great machine that is America.

NEWS FROM PHILLIPSDALE BOWLERS

AS of March 14 the office has been knocked off the top of the bowling league by the yard team which is fast making its place secure by continuing to beat all comers. Andy McConnell now holds both the high single (168) and the high three string (388). The standing of the league and of the first ten bowlers is as follows:

TEAM	WON	LOST	AVERAGE
Yard	2	52	20
Office	1	36	36
Maintenance	4	29	45
Shipping	3	27	43

High Single, McConnell, 168.

High Three String, McConnell, 388.

High Team Single, Team 2, 606.

High Three String, Team 2, 1638.

Ten highest bowlers:

1 Billings	110.3	6 Collins	102.8
2 Salisbury	108.0	7 Howard	101.9
3 Merritt	105.3	8 Mollerberg	101.1
4 McConnell	105.1	9 Martin	101.1
5 McBride	103.2	10 Pearson	100.9

SIGN HIM UP

"Speaking about baseball, I've got a baseball dog."

"What makes you call him a baseball dog?"

"Because he wears a muzzle, catches flies, chases fowls, and beats it for home when he sees the catcher coming."

—Stray Stories.



BY HERMAN NORDSTROM

TWO more cribbage parties have been held since the *Review* last appeared.

The party on February 29 found fifty-eight players present in the East Walpole Brigade Room. People attended from Norwood, Walpole, Dedham, Stoughton, Medfield, Roxbury, Dorchester, Foxboro, East Braintree and Canton. Prizes for the evening went to Vaughn Allan, No. 2 Box Shop; Stuart Farris, Flooring Plant; and LaVerne Umbs of Norwood.

The door prizes of baskets of fruit were won by John J. Burke, Paper Mill Superintendent; Arthur Hassler, No. 2 Box Shop; Frank Hartig, No. 2 Box Shop; Vaughn Allan, No. 2 Box Shop; and Joseph Brissette of Norwood.

The March meeting, on Thursday, the 21st, was the final party of the season. Fifty-two players attended from Norwood, Walpole, Medfield, Westwood, Foxboro, Roxbury and Dorchester.

Cribbage prizes went to Mr. George Oelschlagel of Norwood and Henry Houghton of the Flooring

Plant. Five door prizes went to Joseph Bartell, Roofing Plant; John Murphy, Accounting; Sam DiFlaminis, Roofing Plant; Anthony Montisano, No. 2 Box Shop and George Oelschlagel of Norwood.



BY FRANK EISENHAUER

THE advanced class in First Aid is now in the home stretch as far as classes are concerned as there are only two more meetings. In the next issue of the *Review* we shall be able to print a complete list of the names of those who completed the course.

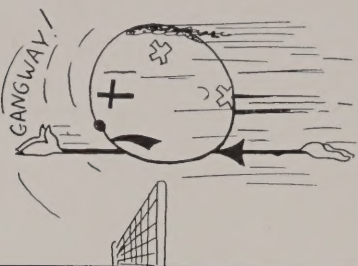
This has been an interesting class, with everyone eager to learn more about first aid from the practical angle. Study has been devoted chiefly to problem work, enabling these members to apply first aid successfully under difficult and unusual situations.

The interesting thing from the instructor's standpoint is that instead of members dropping as they generally do when the going gets tough, new members have been joining, and everyone is doing a fine job on the problem work.

Walter Bauer, Modestor Meyers and Emmert Brewer loading a freight car at Shreveport.



LAMENT OF TILLIE THE TABLE TENNIS BALL



This has been a hard, hard season for me, with all you rough players slamming me back and forth across the net. I mean you, Mr. Babel, and you, Mr. Hewins and Mr. Geigle and Mr. Woloshyn and yes, you too, Master Coyne—and as for Misses Parquette and Babel—well—!



But I have one friend among all the crowd who does not sock and slam me, but lifts me, oh so gently, over the net—a true gentleman—my friend, Sir Frank (soft paddle) Clem.



BY FRANK CLEM

AT the end of the second half of the Norfolk Table Tennis League, the Newton team is again in first place, followed by Dorchester. The Bird Club Chromalin team finished third and our other team "Neponset" was fifth. The complete standing for the second half is as follows:

TEAM	WON	LOST	AVERAGE
Newton	69	11	.862
Dorchester	60	20	.750
Chromalin	56	24	.700
Needham	34	36	.486
Neponset	33	37	.471
West Roxbury	29	51	.362
South Shore	25	55	.312
Tior	17	53	.243
Watertown	17	53	.243

In the men's bumper ranking tournament there has been no single outstanding player dominating the play. The covered number one position is constantly alternating between John Woloshyn, Victor Babel, Lawrence Hewins and Frank Clem, with the present standing showing Woloshyn first, Clem second, and Babel third.

A men's singles elimination tournament is now in progress. Victor Babel, the defending champ, is an even bet to defend the title successfully.

The mixed doubles tournament with fifty entries, is the biggest tournament of the year. Pairings have been made with the idea of making the play as even as possible. Although several teams have already reached the quarter finals, the result is still unpredictable.

Entries for a men's doubles tournament with a rule which does not allow any two players who have represented the Bird Club in the Norfolk League play to team together, are being taken at this time. Play will be started soon.

YOU SHOULD NEVER

Get on or off an elevator until it has been stopped.

Open a valve without first being sure it is safe to do so.

Look at welding with unprotected eyes.

Neglect regular inspections of hand tools.

Hoist an insecurely fastened load.

Do repair work to machines when it is possible for others to turn the power on because you have failed to tag the switch.

Depend entirely on insulated hand tools for protection around electrical equipment, when safe work requires more protection.

Be in too big a hurry to get a safe support to stand on.

Refuse to listen to the voice of caution.

Forget that a good knowledge of first aid has helped many an employee to save his own life as well as the lives of others.

—G. E. News.

JOHN SULLIVAN

JOHN SULLIVAN, a worker in the Chicago Shipping Department since 1926, died on Friday, March 8th, after a brief illness, at the age of fifty-one.

He came with Bird & Son on April 23, 1926 as a member of the shipping crew, and always worked in that department. In recent years he has been a warehouseman.

Mr. Sullivan had made many friends during his years with us and he will be greatly missed by all his fellow workers. He had been active in the Independent Union of the Chicago employees, and had served as President of the organization ever since it started.

He is survived by his wife, four sons and three daughters, to whom we extend our heartfelt sympathy.

ACKNOWLEDGMENTS

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

Mr. and Mrs. Joseph Destito and family.

We acknowledge with grateful appreciation your kind expressions of sympathy.

Frank B. Ross and family.

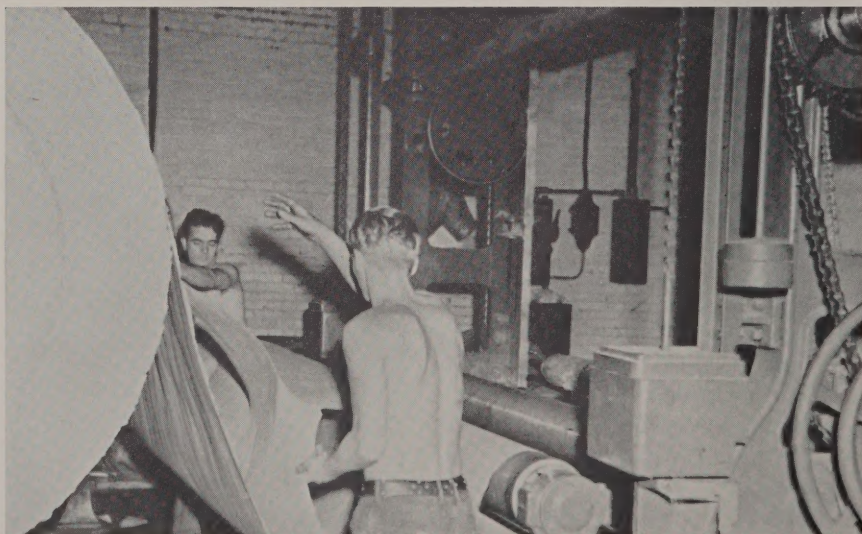
To thank you for your kindness and sympathy at a time when it was deeply appreciated.

J. Edward Daley and family.

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

Manuel Corry and family.

George Lamore and John Wytoness starting to slit a reel of paper at No. 5 Paper Machine.





BIRD PRODUCTS



Roofing Division

BIRD Shingles

Master-Bilt Thick Butt
Custom Built
NEPONSET Double Twins
Lock-Butt
Tri-tab Hex
Weather-Tex Siding
BIRD Insulated Bric-Siding
Master-Bilt Weather-Tex Thick Butt
NEPONSET Twins Thick Butt
Loc-Set Hex-Twins
Individuals
Giant Individuals
Copper-clipt
Art-Bric Siding

BIRD Roll Roofing

Paroid
Art-Hex
Universal
Mineral Surfaced
Proslate Roofing, Blind Nailed
American Ready
Old Reliable

BIRD Building Papers

NEPONSET Black
Refrigerator Insulating
Saturated and Coated
Reenforced Kraft Paper
Super Sheathing
Duplex Kraft
Economy

BIRD Wallboard

NEPONSET Wallboard
NEPONSET Tileboard
American Wallboard
American Wallboard, Green One Side
Poster Board

BIRD Specialties

BIRD Built-up Roof Materials
BIRD Deadening Felt
Tarred Felt
Asphalt Felt
Plastic Cement
Roof Coating

Flooring Division

BIRD ARMORLITE Rugs and Floor Coverings

BIRD NEPONSET Rug Border

BIRD Economy Rugs
BIRD Economy Floor Coverings
BIRD Economy Hall Runner
BIRD ARMORLITE Hall Runner

BIRD Lining Felt
Economy Lining Felt
BIRD Saturated Felt
Rubberlike Matting
BIRD CHROMALIN Rugs and Floor Covering

Patterned Plain Jaspé Chromasets

BIRD PERMATRED Floor Covering and Tiles
BIRD Chromatile

Box Division

CONTAINER SECTION
Solid Fibre Cases
Corrugated Cases
Sash and Door Wraps
Protector Sheets

BIRD-FIBRE
WOOD FRAME BOX SECTION
Wood Frame Boxes
Reel Llagging

NEW PRODUCTS SECTION
Spring Panel Suspension Boxes
Rug Cases
Wrap Boxes
Drums and Kegs

Carton Division

BIRD Shoe Cartons
Tack and Screw Boxes
NEPONSET Waterproof Paper Flower Pots
Plant Bands

Special Papers Division

Index Pressboard
Cartridge Paper and Wad
Chip and News Boards
Dry and Waterproof Papers for Special Purposes
Industrial Filter Paper
Innersole Board
Wet Web Saturated Papers
Socket Lining Paper
Fusee Paper
Mill Wraps and Heads
Toe Cap Felt
Cloth Board
Rocket Paper



{List of Bird Products on Inside Back Cover}



BIRD

JUNE

VOL.28

NO. 3

1940

NEPONSET REVIEW



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

Officers

Chairman of the Board, CHARLES S. BIRD

President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

Advisory and Consulting

PHILIP R. ALLEN

ELMER H. BARTLETT

PHILIP H. BAILEY

Directors

PHILIP R. ALLEN

AXEL H. ANDERSON

PHILIP H. BAILEY

ELMER H. BARTLETT

CHARLES S. BIRD

CHARLES W. CONRAD

RICHARD C. FLOYD

GEORGE C. LEE

EDWIN M. LINES

HARRISON F. LYMAN

JOHN R. MACOMBER

BENJAMIN H. ROBERTS

BENJAMIN D. ROGERS

ALLEN H. RUSSELL

H. EUGENE SAWYER, JR.

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Assistant Secretary and Treasurer, W. C. AHLGREN

Assistant Treasurer and Credits, D. E. MERRILL

Assistant Treasurer, H. E. DAVENPORT

Auditor, H. S. WHITNEY

Purchasing and Traffic Agent, A. H. RUSSELL

Assistant Purchasing and Traffic, M. J. HAWKINS

Director of Personnel, B. D. ROGERS

Director of Research, E. M. LINES

Sales

Director of Sales, R. C. FLOYD

Sales Manager Paper Products Division, A. M. CLAFFEE

Sales Manager Box Division, C. H. ANDREWS

Sales Manager Carton Division, A. M. CLAFFEE

Sales Manager Paper Division, A. M. CLAFFEE

Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Central Division, S. C. TRAUDT, JR.

Manager Eastern Division, W. E. HALE

Manager Northern Division, ROGERS WEED, JR.

Manager Southern Division, A. D. KILHAM

Manager Southwestern Division, R. D. PETERSON

Manager Western Division, W. W. WILSON

Manager Built-Up Roof Division, L. L. WILLIAMS

Sales Manager Flooring Division, H. E. SAWYER, JR.

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E. J. ROBERTS C. E. TYSON R. W. WESTCOTT

Sales Promotion Manager, L. S. WRIGHT

Manufacturing

Director of Manufacturing, C. W. CONRAD

Assistant to Director of Manufacturing, P. N. HILLS

General Superintendent Paper, Box and Carton Divisions

R. A. WILKINS

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Chief Research Chemist, H. T. BARKER

Superintendent Felt Division, T. G. HENDERSON

Assistant Superintendent, R. H. SALISBURY

Chief Chemist, A. H. CHAMBERLAIN

Superintendent Flooring Division, R. M. WIGHT

Assistant Superintendent, B. H. BAILEY

Chief Chemist, J. J. BRADLEY, JR.

Superintendent Eastern Roofing Division, M. R. BEASLEY

Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Western Manufacturing Manager, J. G. YOUNG

Superintendent Chicago Plant, ERICH GACH

Assistant Superintendent, J. F. MATCHA

Chief Chemist, J. F. COMISKEY

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY
MEMPHIS, MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

BIRD & SON HAS BILLS, TOO

COMPARE THEM WITH YOUR OWN



Our telephone bill is a big one. Here is Helen Ballou our Chief Operator, seated at the switchboard through which all of our outside calls travel. Anyone who has watched Miss Ballou and the other operators work during a busy period, needs no other proof that our lines are really busy.

THE old saying "Nothing is sure but death and taxes" can easily be disputed by any of us who are running a home. There is no doubt but what death and taxes are certain, but in addition to taxes, a whole flood of other bills are equally certain and must be met regularly once a week or once a month. In addition to the big items of food and payments on the home you own, there are coal, light, repairs to the house, insurance, and half a dozen other items that we all could name without trouble.

All of these same bills which we have as individuals, Bird & Son has on a grand scale that make our problems of paying the "butcher and the baker" seem trivial and insignificant.

Let's sit down and compare notes a bit. If yours is an average family, there are four or five in the household. Bird & Son has more than

2,500 individuals in its "household", but we find the same sort of bills in both cases.

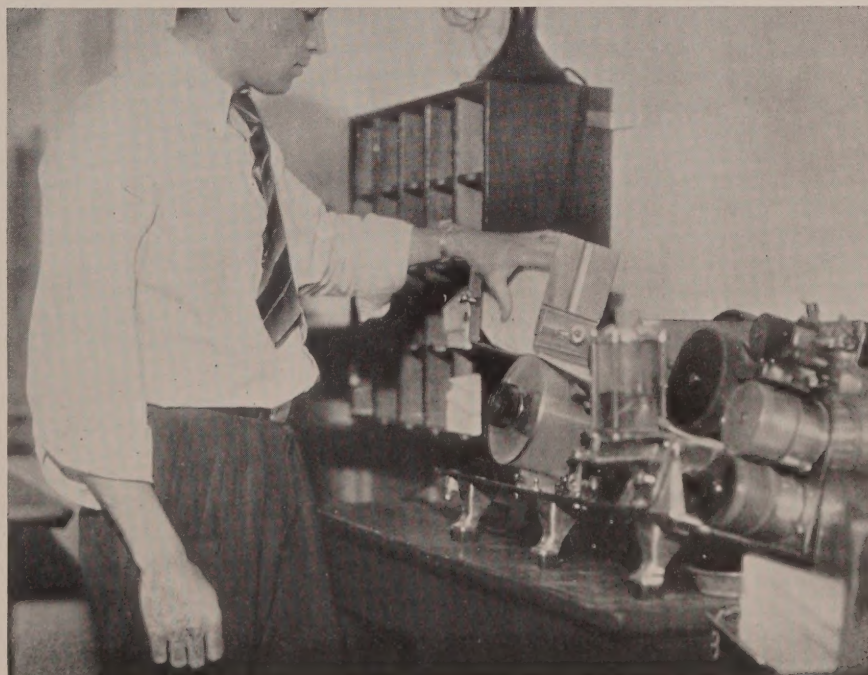
Almost the first item we think of in running a home is coal, and if you think it is a problem to pay bills for enough coal to keep yourself and your family warm, think of Bird & Son footing the bill for enough coal to heat almost 6,000 homes like your own. On top of that, Bird & Son has a bill for light and power (which compares with your item of light and power to run your electric appliances and your gas or electric stove) which is just about 4,000 times higher than the total of these bills in the average household.

Another bill that comes across most of our desks every month is for telephone expense. Unless we have made a great many out of town calls, it usually isn't too high and we pay

it without thinking much about it, but Bird & Son's telephone bill is quite another matter. We must not only maintain our very excellent automatic PBX system between all plants and departments in East Walpole and Norwood, but we must frequently contact our other plants and offices in New York, Chicago and Shreveport. It is also quite often necessary to talk directly with some salesman or dealer many miles away. All of this runs into money; so much money, that Bird & Son's annual telephone bill would more than pay the normal annual telephone bills of every Bird & Son worker in East Walpole and Norwood.

In every home, no matter how new and fresh everything may be, there are always minor repairs that need to be attended to. A building just can't be used without wearing

Postage is expensive too. This is Michael Triventi operating the machine which seals, meters and counts all of the First and Third-Class Mail which goes out from our East Walpole Office.



On the cover. Spring is really here when the boys start in on baseball and golf. At the left is Thomas Wood, Chairman of the Baseball Committee warming up at the Athletic Field at the opening baseball practice. At the right, Kenneth Rouillard watches John Bradley putting at No. 9 green at the Sharon Country Club.



Group of executives from the Rhode Island Purchasing Agents Association who visited our plants on April 17. In the picture are several Bird & Son executives who entertained the visitors.

out, and the same is true with every Bird & Son building. The bill that we pay every year just to keep our buildings in repair would take care of similar items on 1,100 ordinary sized homes, and if we add to this the cost of upkeep for our machinery and plant equipment, we find that we are paying a bill which would take care of ordinary repairs in 12,000 homes like yours.

Very likely you own a car. If so, you learned long before this that it is an expensive piece of machinery to maintain and operate. It is a mighty convenient means of travel, but it does cost money. Bird & Son has its travel expense too—our salesmen who must travel constantly in order to bring in the business which keeps the wheels turning, and our executives who must make long business trips. Translated into terms of car operation, the amount this company spends each year for travel expense would maintain and operate 1,700 automobiles like the one which takes you to work, on week-end trips and vacation trips.

Unpleasant as they are, doctors' bills must be faced at some time or other in almost every home and if a doctor is needed in a family of four or five, medical care is certainly indispensable in a family of 2,500; that is why we maintain our plant hospitals with our nurses in attendance at East Walpole and Norwood, and with plant doctors on call at all of our plants. The money we spend on this would pay sizeable doctors' bills for 200 different families each year.

In the first paragraph, we mentioned taxes. If you are a homeowner, you need no reminder of what a big item each year's tax bill is. The next time you settle this account with your home town, just remember that Bird & Son's bill is about 4,200 times as big a headache and that the amount Bird & Son spends annually for taxes of various kinds would pay 4,200 bills like your own. Along with taxes, one generally thinks of insurance. Assuming that you carry the necessary insurance on your house and a small amount of life insurance, Bird & Son's bill, if placed beside yours, would look 1,300 times as big.

Housecleaning is an item that most of us cannot afford to pay someone else to do for us. It has to be done by our wives or some other member of the family as part of the daily business of "keeping house", but Bird & Son has a big housekeeping job, and it has to pay a sizeable sum for the service. Let's assume that we hire someone in our homes to come in and houseclean one day a week. Bird & Son's annual housecleaning bill would cover the cost of doing this once a week in 1,250 homes each year.

One item in your regular expenses is so small that probably you never give it a moment's thought—postage, but Bird & Son's postage bill is no "drop in the bucket". More than 450,000 pieces of mail were sent out last year, and that figure does not include any parcel post items, of which there were a great many.

And so we might go on with many more items of "household expenses",

which must be faced just as inevitably by Bird & Son, as by every worker from Norwood to Shreveport.



By JOHN H. WHITE

THE 1939-1940 Bird & Son soccer season has ended. For the first time in Bird & Son's long athletic history and also that of Walpole, major league competition presenting the best athletes in this world-wide sport including some who represented the United States in the Olympic Games and in international professional competition in foreign lands, showed their wares on Bird Athletic Field. The first half of the season was both successful and encouraging to players and the management alike. We defeated teams that were regarded as top flight championship contenders and proved our claim as their equal in desperate national amateur open cup championship rounds.

Then came the winds! As a result of these hard and long contests, our players were worn down and troubles—small hurts either slowed them up or put them on the sidelines. With no reserves capable of filling their places, we suffered defeat in our last four games, but when our season's accomplishments are reviewed, we did a fine job for Bird & Son, the Bird Club, and all concerned. So we put away our shoes for the summer with much satisfaction in our stewardship.

The boys who can be considered as regular active players are: John D. Smith, Walter McKenna, John McDougall, Robert Ellis, Thomas Wood, John Ellis, William Gasior, John Geraghty, John Trznadel, James Holt, Angelus Kravatas, Joseph Souza and Matthew Keefe.

CARD OF THANKS

We wish to thank all the men at the Flooring Plant who so kindly contributed to the beautiful gifts we received at our silver wedding anniversary, Saturday evening, April 6, 1940. It was indeed a great surprise and we are very grateful to all.

Mr. and Mrs. Walter C. Wallis.



Mr. Dudley Harmon of the New England Council and Mr. R. C. Floyd, Director of Sales, look over our New England Vacationland Rug.

OUR OWN MAGIC CARPET

A YEAR-ROUND reminder of happy vacations in New England is afforded every purchaser of Bird & Son's newest and smartest rug design; a real Vacationland Rug with a map of New England as the central panel surrounded by four typical New England scenes—a Cape Cod house, a valley scene, and two well-known views, one at Boothbay Harbor, Maine and the other at Rockport, Massachusetts.

Outside this central panel are a series of some twenty-five small scenes depicting various sports, locations and activities which are typically New England. The background is of neutral cream and sand colors on which the scenes are printed in pleasing shades of blue, red and green. The rug is printed with the famous "Armortite" which promises long wear and excellent service to all who purchase it.

As a souvenir of happy New England vacation days and as a unique rug that will fit into half a dozen different rooms equally well, the Vacationland Rug is without a doubt

going to have a strong appeal not only for those of us who live here, but for the thousands of visitors who are coming to New England to enjoy the summer. It's the perfect rug for any room in your cottage at the shore or at the lake. Back home, whether you live in Boston or Baltimore, the rug will be a souvenir and a pleasant reminder of "times when"; in the game room or the children's playroom, what could be more ideal; in a bedroom or a sun porch it is not only attractive, but something entirely different.

Although Vacationland Rugs have been on the market only two months, large quantities have already been sold, even in advance of the real vacation season. Within the past few weeks one of these rugs was sent to the Governor of each state in New England and our Director of Sales, Mr. R. C. Floyd, now has in his possession six fine letters of appreciation from these Governors, all of whom were most enthusiastic in their comments. Typical of the letters were those received from Gov-

ernor Baldwin of Connecticut and Governor Barrows of Maine.

Governor Raymond E. Baldwin of Connecticut writes:

"Thank you very much for the fine rug depicting New England as a recreational center. I feel sure this rug will do much to promote interest in New England as 'Vacationland'."

Governor O. Barrows of Maine says:

"I acknowledge with sincere appreciation your letter of the 9th and also the receipt of a 'Vacationland Rug'.

"It is a fine sentiment that you have conveyed and I thank you for your courtesy."

This picture map with its colorful and amusing array of figures and scenes is a sure fire hit with all who see it. It is being sold exclusively by New England dealers to New England residents and visitors to this section. Watch for it on your vacation travels this summer—the map rug that is putting Bird & Son on the map in 1940.



BY KAINO PANE

LACK of fair weather has delayed the opening of the Walcott Avenue courts. It has been necessary to employ outside help to put the courts in condition but they should be available for play before the first of June.

The Bird Club tennis team is entered again this year in the Tri-County League. Teams from Attleboro, North Attleboro, Brockton, Medway, Mansfield and Walpole play home and home matches with each other. Last year our rivals from the Brockton "Y" took first place honors. Stanley Phillips is the president of the league.

The members of the tennis committee are Stanley Phillips, Frank Vietze and Kaino Pane.

For the benefit of any persons who may wish to join the club, dues are one dollar and a half for Bird Club members and two dollars for outsiders. Application may be sent to any member of the Tennis committee.



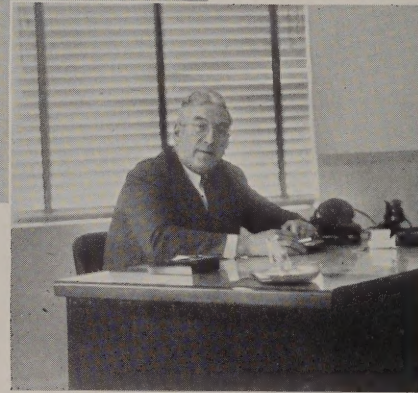
The main floor of Mr. Gould's new garage on Union Street. His entire fleet of trucks can be stored under cover here.

Below — Mr. H. Maynard Gould, owner of the business, at his desk.

At the front of the building on the second floor are the offices; including private offices for Mr. Gould, and his superintendent, Mr. Samuel Derby. The desks of the two clerks Miss Mary Metcalf and Miss Albina Duda, are in the outer office along with the dispatcher's desk where Mr. Louis Donahue and Mr. Ray Harper have charge. At this desk is the switchboard with a special line to the Bird & Son office and beside the desk is a window which overlooks the shipping platform and the main garage floor.

Every possible convenience has been provided to enable the concern to carry on the fine service for which it has long been noted.

Through these columns, Mr. Gould extends to every reader the cordial invitation to visit his new quarters. The garage is open six days a week and visitors are always welcome.



GOULD BUILDS NEW GARAGE

AT the corner of Union Street and Route 1 in East Walpole, H. M. Gould, trucker for Bird & Son for many years, has erected one of the most modern and completely equipped truck garages in New England, if not in the entire country.

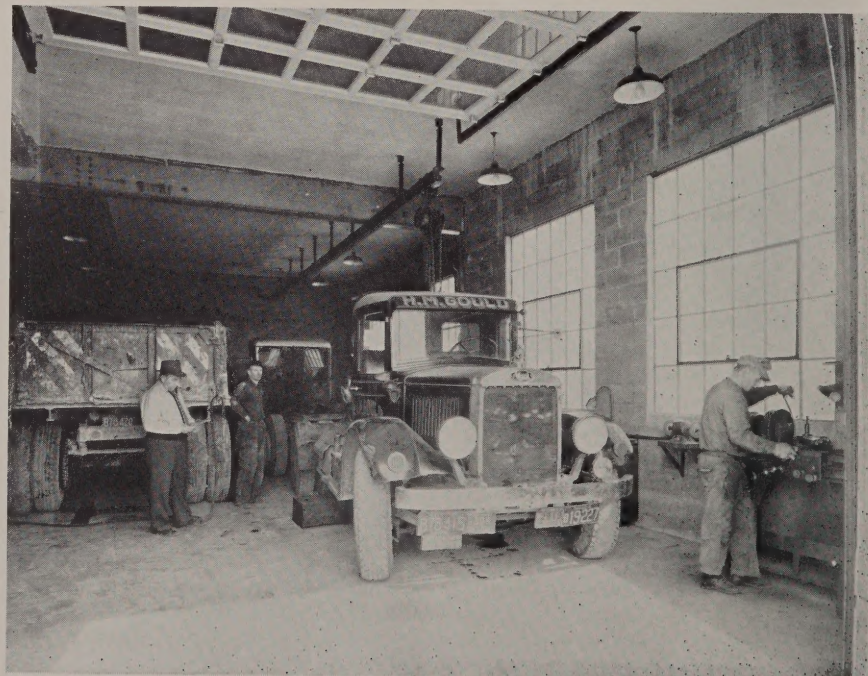
Most of us who have merely driven by, have had impression merely of a large cement structure with trucks busily driving in and out all day, but few of us have any conception of what goes on inside, or how complete a plant Mr. Gould has constructed.

In the large hangar which makes up the main portion of the building, is space enough to store all of the 42 trucks which are owned and operated by Gould. Outside are open storage sheds where the big trailers can be kept when not in use. At one end of the building is a large loading platform which can be used from either inside or outside the building for transferring loads or loading the big trailers with small shipments from several different locations.

In the left wing of the building is a complete repair unit including a machine shop, carpenter shop and

paint shop where every truck and trailer can be reconditioned from the inside, out. Also in this wing of the building is the automatic oil heating plant for the entire unit.

The repair shop at the new Gould garage. Left to right — H. M. Gould, Albert Turner and William Snyder.





BY KARL WURZEL

THE Bird Club Golf Leagues got underway on Monday evening, May 6th. The women are playing at the Walpole Country Club, and the men at the Sharon Country Club.

The men's league consists of eight four-man teams divided into two groups of four four-man teams.

The standings of the teams are as follows, on May 21:

EAGLES

- 1st place—Baronowski
- 2nd place—Wurzel-Harriman tied
- 3rd place—Mitchell

BIRDIES

- 1st place—Coburn
- 2nd place—Mann
- 3rd place—Andrews
- 4th place—Frazier

These are listed according to captains.

The men started their Saturday morning matches with a tournament on May 11th at Sharon. There were twenty different events held, with twelve different winners.

The men's annual field day will be held at Sharon C. C. on Saturday morning, June 29th, weather permitting.

This year the girls are under the direction of a committee consisting of the following players: Bertha Broadley, Margaret Delaney and Mary Bannon.

There are two teams consisting of 12 persons to a team with nine substitutes. They are the Bobby Jones, captained by Marion Tolman, and the Walter Hagens, captained by Velma Cobb.

The Hagens are leading by a score of $11\frac{1}{2}$ to $6\frac{1}{2}$. The Jones will have to step on it to keep up with the Hagens. Don't let them run away with the league.

This is the largest group of girls that the league has ever had. The committee is happy to see so many girls interested in golf, and we would like to see more take up the game.

Arrangements are being made by the Golf Committees to hold a joint meeting at Walpole C. C. on Saturday morning, June 15th. This is to be a mixed Scotch foursome. All golfers will be notified when the final arrangements have been made.



Shot at Sharon the first night of the Bird Club Golf season —

No. 1. Hermon Barker looks on as Andrew Rocca putts at No. 9 green.

No. 2. Lou Harriman

No. 3. Roger White, Benjamin Baronowski and John Mitchell, watch Charles Rafuse as he drives at No. 9 tee.

No. 4. Carl Wurzel, Chairman of the Golf Committee.



Andrew Walker, former worker in the beater room, who retired from active service on March 1, 1940.

WORKER RETIRES

ANDREW WALKER who completes forty-three years' service with Bird & Son on June 7 this year, was retired from active service on March 1.

When Mr. Walker first came to Bird & Son he started at the Beater Room and over a period of years worked up to Head Beaterman in No. 1 Beater Room, which position he held for many years. He is well known to almost everyone who works at the East Walpole Plant and although his health does not permit him to get about very much, he is always glad to see his friends at his home on Washington Street in East Walpole, where he now resides.

Although Andy is no longer able to continue with us in active service, we hope that in his retirement he may regain a measure of health and enjoy many more years of life.

VETERANS' LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during June and July, and of those who complete twenty or more years' service during these months:

	JUNE	Years
John J. White	6-1-1891	Box Shop 49
Vitus Gleichauf	6-7-1895	Retired 45
Andrew Walker	6-7-1897	Retired 43
Charles Knaus	6-1-1902	Paper Mill 38
James Kelly	6-7-1906	Maintenance 34
John Folan	6-6-1908	Box Shop 32
Michael Kodis	6-1-1909	Paper Mill 31
Kostanty Geigol	6-1-1909	Paper Mill 31
R. L. Tupper	6-7-1909	Box Shop 31
Ludwig Polevitch	6-21-1911	Paper Mill 29
Bessie Hubbard	6-10-1912	Office 28
James J. Maroney	6-12-1912	Maintenance 28
Michael Shergals	6-14-1912	Flooring Plant 28
Francis Massey	6-15-1912	Paper Mill 28
Mike Waytekunis	6-20-1912	Paper Mill 28
Patrick McDonald	6-30-1913	Box Shop 27
George Wallace	6-17-1914	Maintenance 26

Thomas Coyne	6-18-1914	Paper Mill 26
Waclaw Baranowski	6-26-1914	Paper Mill 26
John Ready	6-7-1917	Paper Mill 23
Patrick O'Malley	6-8-1917	Power and Steam 23
C. D. Savage	6-14-1917	Roofing Plant 23
Bartholomew Murray	6-15-1917	Roofing Plant 23
Francis Sheehan	6-25-1917	Flooring Plant 23
J. J. Dowling	6-29-1917	Office 23
Benedict Muchyn	6-3-1918	Flooring Plant 22
Vincent Grudinskas	6-8-1918	Paper Mill 22
David E. Bowles	6-3-1919	Maintenance 21
James B. Maguire	6-23-1919	Sales-Box 21
August Petrova	6-23-1919	Box Shop 21
Michael Pennette	6-30-1919	Flooring Plant 21
William Thompson	6-1-1920	Paper Mill 20
John Pennington	6-3-1920	Flooring Plant 20
Ferdinando Turco	6-7-1920	Roofing Plant 20
C. W. Conrad	6-15-1920	Director Mfg. 20
Giovanni Fucci	6-22-1920	Flooring Plant 20
Vincent D'Espinosa	6-23-1920	Box Shop 20
Andrew Kowalczyk	6-25-1920	Power and Steam 20
Michael Nee	6-26-1920	Paper Mill 20
Martin Wallace	6-26-1920	Power and Steam 20
Walter Hartig	6-28-1920	Box Shop 20
Frank Clem	6-30-1920	Flooring Plant 20
Olivine Tetreault	6-22-1925	Office 15
Margaret Owens	6-22-1925	Office 15
I. Stanley Bailey	6-29-1925	Flooring Sales 15
Emilio Nicrasto	6-29-1925	Box Shop 15
Martha McLaughlan	6-5-1930	Office 10
Ann Novick	6-16-1930	Office 10
James M. Sullivan	6-16-1930	Office 10
Blanche Walukevich	6-16-1930	Office 10
Milton Florest	6-3-1935	Flooring Plant 5
Walter Sylvia	6-8-1935	Roofing Sales 5
Paul Knight	6-17-1935	Paper Mill 5
Charles Sewall	6-25-1935	Carton Sales 5

CHICAGO	6-13-1935	Plant 5
Edward Stadt		
PHILLIPSDALE		
Walter Gill	6-23-1911	Plant 29
Leonard Carlson	6-5-1917	Plant 23
Thomas Horridge	6-14-1919	Plant 21
Albert Carlson	6-9-1920	Plant 20
John Barquist	6-26-1925	Plant 15

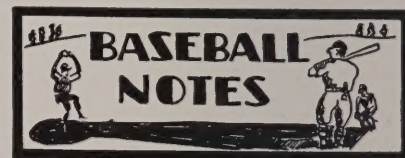
JULY		
James J. Geary	7-9-1883	Retired 57
Elmer Bartlett	7-25-1885	Director 55
James Hammond	7-14-1894	Paper Mill 46
Wm. F. Geary	7-1-1896	Paper Mill 44
Eric Anderson	7-2-1898	Maintenance 42
James Hadden	7-1-1903	Retired 37
H. B. Fuller	7-1-1905	Retired 35
Chester H. Andrews	7-10-1907	Fibre Case
A. H. Russell	7-27-1907	Sales Mgr. 33
John Graney	7-8-1908	Purchasing and Traffic Mgr. 33
Fred Weiss	7-23-1909	Flooring Plant 32
John Zabrowski	7-23-1909	Box Shop 31
Holly B. Dyer	7-6-1911	Box Shop 29
William E. Harper	7-14-1911	Box Shop 29
Patrick Costello	7-30-1912	Power and Steam 28
Joseph A. Sheehan	7-29-1913	Paper Mill 27
William Lewicki	7-23-1915	Plant 25
Eli Chamberlain	7-6-1916	Engineer 24
Paul Sansone	7-31-1916	Paper Mill 24
Tony Simkus		Roofing Sales Mgr. 24
Andrew O'Malley	7-2-1917	Roofing Plant 23
Marion F. Smith	7-23-1917	Box Shop 23
Enrico Macchi	7-24-1917	Power and Steam 23
Anthony Capachin		Office 22
Carl Jenetta	7-1-1918	Roofing Plant 22
W. J. Colmer	7-16-1918	Box Shop 22
Chas. Seavey	7-23-1918	Box Shop 22
John H. Wiik	7-11-1919	Flooring Plant 21
William Gordon	7-14-1919	Flooring Plant 21
Howard S. Whitney	7-31-1919	Roofing Plant 21
Antonio Arventuroso	7-2-1920	Roofing Plant 21
Matthew Phillips	7-6-1920	Roofing Plant 20
Julius Zikar	7-6-1920	Auditor 20
Carlos Salvatorelli	7-12-1920	Paper Mill 20
Francis Monahan	7-13-1920	Roofing Plant 20
Elmer Bursley	7-14-1920	Flooring Plant 20
Ambrose Fitzpatrick	7-19-1920	Paper Mill 20
Earl Davis	7-26-1920	Flooring Plant 20
John Cook	7-26-1920	Box Shop 20
Charles Haak	7-3-1925	Box Shop 15
Carl Johnson	7-6-1925	Special Papers
Gladys Noddin		Sales 15
Michael Conley	7-8-1925	Box Shop 15
James Sheptycki	7-8-1925	Box Shop 15
Thomas Durkin	7-8-1925	Box Shop 15
Frank Michienzi	7-13-1925	Office 15
William Tylander	7-15-1925	Flooring Plant 15
Howard Osborne	7-16-1925	Flooring Plant 15
Annie Rozuck	7-21-1925	Flooring Plant 15
	7-21-1925	Roofing Plant 15
	7-8-1930	Roofing Sales 10
	7-9-1935	Flooring Plant 5
	7-10-1935	Office 5

Francis Allaire	7-15-1935	Flooring Plant 5
Ernest Robinson	7-15-1935	Power and Steam 5
John Johnson	7-18-1935	Flooring Plant 5
Arthur Costa	7-22-1935	Flooring Plant 5
Edwin St. John	7-22-1935	Flooring Laboratory 5
Richard Storkfelt	7-22-1935	Roofing Plant 5
Joseph Michienzi	7-22-1935	Flooring Plant 5
Joseph Porazzio	7-29-1935	Box Shop 5
George L. Barton	7-30-1935	Paper Mill 5
Roger White	7-30-1935	Flooring Plant 5

CHICAGO		
Harry C. Prinzler	7-1-1913	Roofing Sales 27
Joseph Voltmer	7-13-1920	Plant 20
Nicholas Schreiber	7-15-1920	Plant 20
Anthony Soltan	7-5-1925	Plant 15
G. H. Sare	7-15-1930	Roofing Sales 10
Gerald A. Sayres	7-8-1930	Roofing Sales 10
F. J. Meyer	7-1-1935	Roofing Sales 5

PHILLIPSDALE		
Fergus Christie	7-1-1913	Plant 27
Edward Kelley	7-6-1914	Plant 26
E. J. Medbury	7-19-1919	Plant 21
Joseph Betencourt	7-28-1920	Plant 20

BERRY ASPHALT CO.		
R. N. Smith	7-3-1930	Plant 10
Quay Biddle	7-22-1935	Plant 5



BY THOMAS WOOD

THE Bird Baseball Team was to open its season May 26 in Worcester, meeting last year's semi-pro champions of Massachusetts, the Norton Grinders, but this game was rained out. It has now been rescheduled for Thursday night, June 6.

This made our opening game of the season a home game with North Easton on May 29 at the Bird Athletic Field, with Bird & Son emerging as the winner, 5 to 2.

Here are some of the teams that will appear at East Walpole this season: The Norton Grinders of Worcester; Knights of Columbus of Attleboro; Eagles and Revere Copper and Brass of New Bedford; Taunton Lumber Co. of Brockton; White Sox of Braintree; and the Club Marquette of Woonsocket (champions of Rhode Island).

Twilight games will be arranged with teams from the surrounding towns.

The management also expects to arrange games with the McElwain All Stars of New Hampshire, Plymouth Cordage, Portsmouth City Club of New Hampshire, and possibly the original Pittsburgh Hoboes and Burlin White's Colored Giants. We also have a couple of floodlight games pending.

With this fine schedule of games in the offing, we hope all baseball fans will turn out in large numbers this year.



BY M. EDGAR TARR

MR. FRANK L. MASON of Claus Gelotte, Inc., Cambridge, Massachusetts was the speaker at our April meeting and gave a very interesting talk and demonstration on "Fine Grain Development".

We were very fortunate in having as guest speaker and critic at our meeting Tuesday, May 21, Mr. Arthur Hammond, F.R.P.S. associate editor of American Photography, and internationally known pictorialist who spoke on "Salon Print Making". To say we all enjoyed Mr. Hammond's visit would be to put it mildly—the poor man got cornered after the meeting, and never did get away until after 11 P. M.

Outings seem to be in order these days. Nine intrepid souls went on a picture-taking expedition to Boston and braved the "wintry" blasts April 14, but in spite of the cold enjoyed a good time.

Another outing "on the fire" is for Sunday A. M., May 26, to Franklin Park and if the picture taking possibilities are exhausted (and they can drag me away from the monkey house), in time, the gang intends to

"Stuck", David Mudgett strikes an effective pose to help his father win first prize in the Camera Club grab bag contest. Picture taken by Perley Mudgett, Foreman of the Stock Handling Department.



see what the East Boston airport offers in the line of pictures.

Instead of the regular June meeting, we are going to have a short business meeting and our usual print competition in the early afternoon on Saturday, June 29, at the usual meeting place and immediately afterward head for "White Island Shores" for swimming picture taking, fun, and eats. A committee, headed by Hilda Rafuse and George Burhoe, promise a good time and good eats. Sorry—only Camera Club members allowed on this one.

Competition winner for April was Warren Kumlblad's print "Little Hostess", and for May, Paul Kugel's "Cherubino" reproduced on this page.

"Stuck" by Perley Mudgett, won the first novelty contest we have staged. Incidentally, Perley also took second with his "Skyward". This "Grab Bag" contest has simple rules and all money taken in goes into prizes. Members wishing to enter draw slips from a hat on which the assigned subject is printed and must have a picture typifying the subject drawn, at the next meeting or pay a 25¢ fine for drawing without submitting a picture. Each slip costs 10¢, but if a person doesn't like his subject he may draw another—3 slips for a quarter, but only one submission is necessary to save the fine of a quarter. Perley took 1st and 2nd prize money on this initial grab bag contest and left for home \$4.00 richer, while Bill Broadley copped 3rd prize of 75¢.

Several of the members are again planning to go to Gloucester to the N. E. Camera Club Council Annual Outing, Banquet, and Entertainment on Sunday, June 23. Headquarters for the day and evening are at the Rockaway Hotel, East Gloucester.

QUOITS

BY STUART FARRIS

WE are planning to start the season a little earlier this year, before vacation time arrives. The boys have been throwing the shoes for the last month, and should be well warmed up by now.

This year all semi-finals and final matches will be played at East Walpole on the same day, if possible. Notices have been sent out calling for entries in singles and doubles. Several replies have been received and we are looking for an interesting and enthusiastic season.



"Little Hostess". Warren Kumlblad won first prize in the April Camera Club contest with this picture of his daughter Ruth.



"Cherubino", prize-winning picture in the May Camera Club contest. Taken by Paul Kugel of Norwood. The child is the son of Mr. George Arguinbau of Sharon.

HOME STUDY COURSES

ON file at our Library in the #2 Box Shop building are pamphlets describing a number of different home study and correspondence courses in the Manufacture of Pulp and Paper.

These courses are sponsored by the University Extension Division of the Department of Education of Massachusetts and are offered at a very reasonable figure, usually between \$4.00 and \$6.00.

Workers on our paper machines and in our beater rooms, as well as foremen in these divisions will find these courses worth investigating.

BIRD NEPONSET REVIEW

Vol. XXVIII June, 1940 No. 3

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In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
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Shreveport, La.

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PRINTING FOREMAN, F. R. Meyer

The worst wheel of the cart makes the most noise.
Benjamin Franklin

THE HYMN OF HATE

By JOSEPH DANA MILLER

(Editor's note: The following contribution was recently received from Mrs. G. R. Wyman, widow of our former Director of Manufacturing, with the suggestion that it be printed in the *Review* as timely and helpful to us all. The verses speak for themselves without further comment.)

And this I hate—not men, nor flag, nor race,
But only War with its wild, grinning face.
God strike it till its eyes be blind as night,
And all its members tremble with affright.
Oh, let it hear in its death agony
The wail of mothers for their best-loved ones,
And on its head
Descend the venomous curses of its sons
Who followed her, deluded, where its guns
Had dyed the daisies red.

All these I hate—War and its panoply,
The lie that hides its ghastly mockery,
That makes its glories out of women's tears,
The toil of peasants through the burdened
years,

The legacy of long disease that preys
On bone and body in the after days.
God's curses pour,
Until it shrivel with its votaries
And die away in its own fiery seas,
That nevermore
Its dreadful call of murder may be heard;
A thing accursed in very deed and word
From blood-drenched shore to shore!

ANCIENT TEMPERATURE CONTROL

OUR sales manager of the Built-Up Roof Division, Mr. L. L. Williams, recently talked with Mr. Ballard of Rochester who is in the sheet metal and roofing business there. It seems that Mr. Ballard's family has been in the roofing business for over three hundred years

and Mr. Ballard passed along to Mr. Williams some very interesting facts about methods formerly used to maintain quality in the old days. Mr. Williams writes—

"We were discussing the long-lasting slate roofs used on some of the older buildings and Mr. Ballard told me of a method that was commonly used of hanging the slate on white oak pegs. These pegs were cut to the desired size and were dried in an oven for a specified period. The temperature of the oven was to be 'not hot enough to burn biscuits'. After the oak pegs were thoroughly dried in the oven they were to be immersed in hot tallow, to be maintained at a temperature 'not hot enough to scorch paper'.

"As a boy, one of Mr. Ballard's jobs was to pulverize certain minerals and stones that his grandfather would collect from time to time and this pulverized stone was kept and later used for coloring clay tiles to match up with other tiles when repairing roofs. Apparently temperature control was important in the firing or burning of the clay tiles. They would build up their kiln with the clay tiles ready for firing; then they would insert down into the kiln from the top an iron axle bar or heavy bar of iron extending up out of the kiln for several feet. This bar would be marked into intervals with chalk marks where it extended out of the kiln and was thus used as a thermometer in firing the tiles. The fire was built and maintained until the iron rod would become red hot, up to a predetermined mark, and this temperature would be maintained for several hours; then the temperature would be reduced gradually and regularly by letting the fire decrease until the rod cooled down to the next mark.

It is interesting from these facts to note that even back in those days very definite temperatures were specified and although thermometers were not used, other methods for gauging these temperatures were employed."

JOHN J. BROOKS

JOHN J. BROOKS, a worker at our Roofing Plant since 1932, died at his home in South Walpole on Sunday, May 19, 1940 at the age of 45.

Mr. Brooks first worked on our roofing machines, and in 1935 was transferred to watchman's duties. In the Spring of 1938 he became seriously sick and was out of work for some time. While he was able to return to work for a while last year, he never fully regained his health and was forced to leave work again early in the fall.

He is survived by his wife and a large family of children, one of whom, James Brooks, works at our Roofing Plant. To them we extend our deepest sympathy.

MARY FRIARY

WE are sorry to write of the death of Miss Mary Friary who died at her home at 47 Mylod Street on April 18, 1940.

Miss Friary worked in the old Packing Department of the Roofing Plant from 1887 until her retirement in September 1929, a total of forty-two years of active service. For the past ten years, since her retirement, she has lived at her home in Norwood, enjoying fairly good health until recently.

Funeral services were held at St. Mary's Church, East Walpole, on Saturday, April 20, with burial in the Canton Cemetery.

T. TALMADGE GRADY

JUST as we go to press, we learn of the death of Mr. T. Talmadge Grady, instructor in Massachusetts Savings Bank Life Insurance, who was well known to many Bird & Son workers whom he had helped.

Mr. Grady had been failing in health for the past two years, but had been able to continue at work until March of this year. He passed away on Monday, May 27 at his home in Whitman. Funeral services were held in Whitman on Friday, May 31. He is survived by his widow and his son Warren.

Mr. Grady was well known to a large number of Bird & Son workers because of his frequent visits here to give counsel on insurance matters. His last visit to the plant was in February of this year. He will be missed by the many who knew him as a friend and respected his sound advice.

"GOLD IN THEM HILLS"

HERE'S a story which we culled from a recent sales bulletin. It's told by Sam Reid, flooring salesman in the Missouri area, and shows how Sam found "gold" in a most unexpected place.

"While scouting through the Ozark Mountains recently looking for business, I chanced upon a town in Howell county (population 783). Not a furniture store in the town, so I called on the corner hardware store. When I showed the buyer my quality sample with the 'Glossy Glow' finish he got so enthused he bought 200 9x12 Economy Rugs and 10 rolls of 8/4.

"My conscience bothered me, so I asked the buyer if he would mind telling me what he intended to do with all these rugs. He replied that once he bought a carload of horse collars and then found he had more collars than there were horses in Howell County. He said he sold them and would sell the rugs too; had two other stores in smaller towns near by, and to come back to see him in the late Spring.

"With that order as a wedge I went to another town (population 2250), dug up a grocery dealer and sold him a carload.

"I hardly believe this one myself, but the car was shipped from the mill on the 12th of March.

"Missouri is known as the 'Show Me' State. They sure showed me!"

PERFECT RECORD

AS this is written, we have less than a week to go to establish our second no accident month for 1940. Thus far, May has been accident free, and as a matter of fact, we have had no lost time accidents to report since the eighth of April.

April had two lost timers early in the month. The first one, Frank Mello of Phillipsdale, was reported in our last issue of the *Review*, and the second one occurred on April 8 to Hilmar Eklund at the Roofing Plant. He burned the right side of his face and right arm when opening an asphalt valve at the overlay tanks. The steam pressure from the pump on this line caused the asphalt to splash over the top of the tank, burning him rather severely. He was able to continue at work until the eighteenth of April, but because of the pain and in order to help heal

the burn more quickly, the doctor advised that he remain at home. He is still out.

If we finish up with a clean slate in May, we will be ahead of last year's record by two accidents, as there have been only six lost timers to date, and at the end of May, 1939, we had had eight.

Let's keep up the good work and stay healthy and happy during the summer months to come.

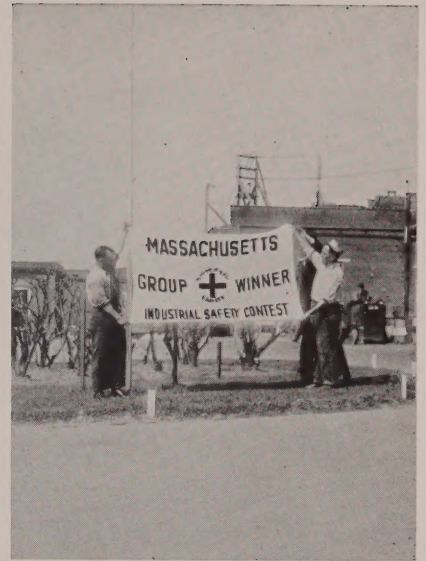


BY FRANK EISENHAUER

ON April 15 the advanced class in First Aid was completed, with fourteen members successfully finishing the course. These fourteen people who received advanced First Aid certificates are: Nelson Bartlett, Roofing Plant; Charles Rafuse, Storekeeper; Perley Mudgett, Stock Handling Department Foreman; Rose A. Farrell, Plant Nurse; Laura Govoni, R. N.; Harold Smith, Roofing Plant; Albert Gilmore, Main Mill Laboratory; James Croak, Office; Clare Hayman, Flooring Plant; Charles Locke, Maintenance Department; Louis Coburn, Flooring Plant; Edward Wisniewski, Maintenance Department; Ralph Hildreth, Flooring Machine Foreman; and Coleman Conroy of Norwood.

This was a grand class, with an enthusiastic group of members who were taking the course because they really wanted to better themselves in First Aid and keep up with the changes that might have taken place. I hope that in the fall we can start again with some new classes and have as interesting a group as the two classes have been this past winter.

There were three members of the Bird & Son First Aid Team who were going neck and neck all during the course, sharing honors evenly from the practical standpoint. As the competition entered the home stretch and the written problems came up, these were the determining factors which settled the order in which these three contestants finally finished: Nelson Bartlett in number one position, Charles Rafuse a very close second, and Perley Mudgett right behind him.



Congratulations to our Roofing Plant where the men worked 185,553 man hours without any lost time accidents during the first three months of 1940, thereby winning the right to display this banner which now flies from a pole in the mill yard. Displaying the banner are Domenic Cistensienso and Domenic Restaino.

The only two ladies present in this class were both nurses, Miss Rose Farrell of our hospital staff, and her friend, Miss Laura Govoni. Both of them made a fine showing.



ANNUAL SUMMER WARNING

THIS is written during a rainy week in May when it seems as if the sun might never shine again, but it probably will, and when it does, bright and hot on your first trip in June to the beach or the lake shore, then watch out for that annual bugaboo—severe sunburn.

Between 10:00 A. M. and 4:00 P. M. when you sun bathe, limit the exposure to a few minutes until your skin resistance has been built up. This is the only safe rule to follow even though you think you can "take it". There is a whole summer to acquire a good coat of tan and you will enjoy it much more if you make the process a gradual one. There is plenty of health in sunlight, but none in a bad sunburn. A really bad case of sunburn not only is as painful as any other burn to the skin, but it may bring on headache and fever, stomach or intestinal upset, and even sunstroke.

PERSONAL NOTES

MAIN OFFICE AND SALES

ALICE CLEM
ELEANOR BADGER
SABINA COSTELLO
L. T. HARRIMAN

VERA RANSOW
JOHN MURPHY
DOROTHY McELENY
EDMUND GEIGLE

We welcome Mary Towne and Elsie Thompson to the Stenographic Department and Mail Room.

Marion Tolman has broken into golf headlines again! She made the waterhole in par. We offer her our congratulations.

There are some new girls taking up golf, and we understand they are pretty good. Keep it up, girls.

Spot Whitaker is the proud possessor of a new Mercury convertible club coupe. It's pretty swell!

Faith Bagley is one of our early vacationists. She has just returned from a week's sojourn at Swift's Beach. (No sunburn.)

T. E. Miller, Roofing Sales correspondent from Washington, has found out what New England hospitality really is. He made a passing remark that his birthday was May 9th, and on that day he was showered with May baskets, birthday cards (original and otherwise), telegrams, teletype messages, singing telegrams, etc. Red was his face when he had to admit that his birthday was in December, not May.

Dick Reid, twelve year old son of our flooring salesman, S. R. Reid, will be the only scout from the St. Louis area to attend the Boy Scout camp at the New York World's Fair this summer.

R. I. Holcomb, flooring salesman, has built up quite a reputation as a fisherman—all on the basis of his marvelous fish stories. He has even received gifts of mighty fine and expensive reels; but some one who knows him well tells us confidentially that this is all talk, and he actually hasn't wet a line in twenty years!

Ray Bock, our messenger who has passed his written examinations for Annapolis (congratulations, Ray!), has us all worried, because of the way he has been fluttering around. In the Spring a young man's fancy *can* turn to other things than Annapolis, Ray!

We wonder if there is any motive to Frank Miller's daily late-afternoon appearance at the Mail Room.

Al Miller, another of our Flooring salesmen, is sure proud of his husky four weeks old son, "Tony". We understand he has already been enrolled at Al's old stamping ground, Worcester Academy, and also at Yale! Looks like the kid's *got* to make good. Al further reports that the boy has an unusually large appetite, and when hungry, an unusually strong pair of lungs, and stamina to carry on his vocal practice for some time. "To his parents", says Al, "he is unusually handsome, wherein he definitely does not take after his old man."

In the Western Roofing Sales Division, Albert Dobbins is taking over the area formerly covered by Glen Hall. Frank Aldrich, who has been covering the St. Louis area, will take over Dobbins' former Milwaukee area, and E. G. Manteuffel is in turn, taking up where Aldrich leaves off. Ralph Wolberg succeeds Manteuffel in the office.

The amount of food floating around the Stenographic Department at recess time is having a bad effect on the manly shapes of



The shutterbugs who went to Boston on a picture-taking expedition on April 14. Kneeling in front — Maurice Kimball, No. 2 Box Shop. Second row — Ralph Watson, No. 1 Box Shop; George Burhoe, Office; Charles Griffin, Office; and Perley Mudgett, Paper Mill. Back row — Hilda Rafuse, Solveig Storm, Elsie Gottberg and Marion Tolman, all from the office. Yes, a good time was had by all!

the boys in the messenger service. They have had to let out their belts lately, and we expect to see them developing bay-windows if they don't let up on the eating.

Anna Roundy is putting in a lot of time fixing up for a beautiful garden this summer. You may find her any evening, out puttering; the flowers ought to be blooming any time now.

Our best wishes to Clem McCormack as he takes up his new duties at the Catholic University of America in Washington. A radio was presented to him as a farewell gift by his fellow workers.

Our sympathies go out to Miss Mary Conton and her family, and to Mrs. Mary King Conton, who formerly worked in our Statistical department, in the sudden death of Mr. Francis and Mr. Raymond Conton, twin brothers who resided in Norwood.

E. R. Clark and family are back again in a big city, after living in Clinton, Iowa for a few years. Earl recommends the traffic laws of Kansas City to the rest of the country.

C. D. Knapp of the Detroit area, is justly proud of his sixteen-year old daughter, Emily Elizabeth, who is a sophomore at High School and one of the Editors of the school paper.

The general talk among most of the men now is "How did you make out, last night?"—meaning, of course, golf!

When is Edith Hood going to bring in some of her cooking she's been talking so much about? All we've received so far is a soda cracker. Don't give up the ship, Edith!

Bertha Broadley started her season's golfing with a big bang. She got a birdie her first time out.

Harold Bonnyman recently turned 21, so he says. Anyway, he received a singing telegram and in the middle of the song the singer got hysterical and stopped. Bonny urged her to go on, but she stated that that was all she had been paid for—just half the song. Cheer

up, Bonny! You can smoke and stay out after ten without permission from now on.

Jim Schieb, one of our Illinois floor covering salesmen, is quite set up over the Chromalin job in the only legalized taxi dance hall in Chicago. Incidentally, girls, the women's clubs of Chicago have approved this recreation center.

Priscilla Westcott, oldest daughter of R. W. Westcott, will be graduated from Denison University this month.

Roland Pohl, flooring salesman, has become a real golf fan in the past year, and we understand Mrs. Pohl has had to take it up in self defense, to prevent becoming a golf widow. We also hear that he is quite a devotee of music, from symphony to swing, and when the weather is unfavorable for golf, you can

Seen at the Walpole Country Club — Agnes Flood and Mary Bannon in the foreground, Julia Lewis and Margaret Owens in back.



find him at home any Sunday, with the radio going full blast.

The stork dropped a little girl at the home of R. P. Roberts, roofing salesman in Central New York state on April 26th.

We are glad to have H. F. Davis back on the job in the Roofing Sales Department, after his recent illness.

On May 10th the stork delivered a boy to the home of G. G. Sheehan, Roofing salesman in Western Mass. This makes two boys now for Jerry.

We are happy to have Mary Foley and William Walker back with us again. Both have been on the "sick" list.

Who is this "Ozzie"? We hear Dell Sibley talk so much about? It couldn't be Ozzie of the Safety News—or could it?

PAPER MILLS

HERMAN NORDSTROM
FRANK MURPHY
EDWARD GERAGHTY
EDWARD COSTELLO
CAROLYN DELANEY

MARY DRISCOLL
PETER GLEBUS
JOSEPH JARLIS
ERNEST STATHER
GEORGE LAMORE

CARL CARLSON

Josephine Eysie was tendered a shower in Syrian Hall, Norwood, Saturday, May 11th, in honor of her approaching marriage to Anthony Kayatta of Pawtucket, R. I.

We welcome William Ivatts as our new messenger.

Carroll Homan has moved from the Bird Club to a new residence on Winter Street, Norwood.

Bill Stillman's scientific swing is finding its groove. Take heed, you golfers and beware! Lessons by special appointment.

We welcome Alfred Saterdal to his new work in the Drafting Department. Too bad such a handsome lad had to be taken out of the comparative circulation of a messenger's job. The girls miss him.

We certainly would like to know why Ray Lobisser kept the secret of his marriage so long—and how he kept it.

Since Roy Colmer acquired his Chevvie the poor road between Dedham and Medford has certainly taken a licking—her name is Geraldine—"Jerry" for short.

Patrick Coughlin is taking his annual vacation, planting his garden.

Oreste Saraca has bought another house next to his own on East Street, Walpole.

Our sympathy goes to Herman Nordstrom

Thomas Miller, Roofing Correspondent, warming up at the first softball practice last month.



on the death of his father, May 4 at Quincy, at the age of 76.

Lawrence Balduf is substituting for Jim Maroney as watchman. Jim is out with a bad cut below his knee.

Ted Fish—our beaming experimental engineer—is boasting of Glenn Holmes Fish—a recent and welcome arrival—both Mother and son doing nicely, thank you.

The best Vic Purdy could do for company, on his present trip to California, was one black cat and a crate of oranges—a pessimist forsooth!

What was Dorothy Lobisser thinking of when stopped by a "cop" in Boston for speeding right through a red light. Last look at speedometer was "60". Was Dor's face red!

Wanted—one front wheel and a pair of handle bars for Alice Golding's bicycle!

Roland Johnson spent a pleasant week during May grading and fixing up his new home.

John Foley is in the market for a cow. It must be a thoroughbred, he says.

What's the attraction for Steve Joyce in South Boston?

On Saturday, May 25, Ann Hrenchuk was married to Benjamin Unda of Norwood. The ceremony was at St. Mary's church, with a reception at the family home on Moose Hill Road. Ann is the daughter of Nicholas Hrenchuk who works here.

Jarl Johanson has bought a house on Burrell St., Walpole.

Charlie Rafuse and Fred Coleman are fast getting acquainted with their new homes. Freddie now lives near "Killer" Brennan and Charlie lives on Elm Street in Walpole.

Mytro Korbut took his vacation in May—to remodel his lawn, we understand.

George Mahoney is taking piano lessons and when he has mastered the art of music he is going to organize a band, just to give Fred Bortolotti a little competition.

John Linnehan has started a kitten farm. To date he has five.

PHILLIPSDALE

REXFORD H. SALISBURY
DAVID S. LOWRY

JOHN H. NOLAN
LESLIE E. HOWARD

George Condry and Bob Pierson spent a very rainy weekend in Washington recently. Well, we suppose they might as well be one place as another when it rains.

We have plenty of cord wood around the mill at Phillipsdale so we expect to keep warm next winter anyway.

Several men have bought new homes or are building new ones including Joe Queenan, Ed Vatcher, Clem Justynski and Fred Matthews.

We welcome Bill Queenan who has started to work with the shippers, Joe Sousa who has started with the cleaners and Al Casale and John Driscoll who have started in the new wood working department. We hope these men like their new work.

Ed Vatcher reports that he saw a rat jump into No. 1 beater, go down under the beater roll, come up on the other side, jump out and run away. Clarence Pierson says that it was Sunday morning and that there was something wrong with Vatcher's eyes. He saw the same rat run off the platform at the other end of the paper machine after going through the jordans, screens and around the driers.

Walter Gill had a large mounted fish hanging on the wall in his home in Ocean Grove. The fish was caught by his great uncle in Florida and each year Walter would have his



Here's one of New England's greatest summer-time thrills — the trip up the mountainside near the "Old Man" near Franconia Notch. This picture was taken last summer by Tony Lucas, Roofing Shipping Dept.

picture taken beside the fish and have it published in the paper just as a reminder. The 1938 hurricane took Walter's house, fish and all away and no pictures have appeared since.

Sam Mineati recently sang a solo at a minstrel in Seekonk and since has had several requests to go out to Chicago for the annual "Elmer" calling contest.

Clarence Pierson found a pickerel in the salt water near the dam and went up to see Dr. Hamill who happens to be quite a fisherman. As different people came in the fish story was retold several times and the fish grew from 6" to 20" in about two hours.

Leonard Carlson did a fancy Swedish fling one day recently when someone accused him of belonging to the elder generation. They tell us it was a sight to see.

Pete Perry is receiving congratulations on the arrival of another daughter, Martha, recently.

The beater room still continues to be the Klondike for some of the boys but George has got them all beaten by using a sieve.

John Smith is back from the first part of his vacation. He tells us he lost seven pounds during the week he was in Washington where the temperature was over 80° in the shade. We found out later that this was John's honeymoon having recently married Miss Thelma Newberg of Pawtucket. Congratulations!

We are sorry to note the passing recently of Nate Olch who died in the Butler Hospital in Providence. Nate had been with us for over twenty years and will be missed around here.

Notices are now in the hands of every Phillipsdale worker offering him the opportunity to join the Hospital Service Corporation of R. I. (Blue Cross Plan). All applications must be in by June 15th. This will be the only chance to sign up with this plan for a period of at least three months.



Here's the way they entertain in Hawaii. E. J. Roberts, our District Manager for the Flooring Division on the Pacific Coast, recently made a trip to Honolulu, and while there, attended this banquet given for the native dealers. Mr. Roberts is fourth on the left, and Mr. E. M. Valentine, President of the Valentine Commercial Company, our distributors, is sixth on the left.

BOX FACTORIES NO. 1 BOX SHOP

JOHN P. WALSH
EARL BOYDEN

JOHN PHELAN
HELEN SIRONKA
RICHARD SPRAGUE

Henry Ceglarski received quite a shock recently when he was stopped on the highway by a couple of "letter carriers". To his amazement he found them to be inspectors from the Registry of Motor Vehicles.

Jack Walsh spent a week of his "vacation" starting his garden and giving a hand at Spring cleaning.

Jim Smith has finally been bitten by the golf bug. He started his divot digging a few weeks ago. All but the grounds keeper were satisfied with Jim's game.

Congratulations are extended to Frances Maroney who left to be married to Nicholas Ferrara on April 5.

Also to Peggy Grosso who was married on April 27.

We welcome back Amelia Galgauskas who was out sick. By the way, she has now blossomed out with a 1940 Plymouth. Pretty nice.

Donald Martin left our midst rather suddenly to undergo an appendicitis operation. We hope he will be back soon.

Frieda Balduf was lucky when she won that \$50. It's going toward that big mansion she plans to build some day.

We wonder what attraction can possibly be strong enough to bring Andy DeValga back to the Box Shop every night at ten?

Henry Johnson is purchasing a home in Norwood.

Fred Mansen appeared recently with a discolored eye. He claims it was received while chopping wood. Rumor claims it was received stopping wood (a rolling pin).

By the time this *Review* is out William Stanovich will have joined the benedicts. Good luck!

News flash from the Combiner room—On Saturday, June 1, Augustus Hogan became the father of a baby girl, and John Joslin welcomed a baby boy into his family.

NO. 2 BOX SHOP

JOSEPHINE ROSE
ALICE BRADY
HELEN CEGLARSKI

ALMA WALSH
THOMAS WOOD
VAUGHN ALLEN

We have a "little Boy Blue" these days, namely Michael Moses. We like those overalls, Mike.

Rose Ruggiero is sporting a new Ford V 8. Happy motoring, Rose.

We hope Imogene Frank and Catherine Brady will both be back with us soon. Both have been out sick for over a month.

Sorry to report Janey Heaver is laid up with a bad ear. Hope she will be back soon.

Helen Kane had a lot to answer for when she came to work with a black eye.

Fannie Murphy is enjoying a two weeks' vacation.

The No. 2 Box Shop softball team went to town in their first game. They defeated the Floor Covering (last year's champions) by a score of 22 to 6. Hokus Heikkla sure has got the boys on their toes. Keep it up, maybe we will finally win the championship this year.

Good advice for Howard Young—Better have a good spare, so you will save shoe leather.

Joseph Ralkavich is turning out to be one of the best housekeepers around. Since Joe's wife has been sick, he has proven to be a great little helper around the house.

Alma Walsh sure is missed in the Flower Pot Department. Latest reports say she is gaining every day.

ROOFING MILL AND OFFICE

ARTHUR MCKENNA
JOHN WHITE
LEROY WALTON
MAXMILLAN RABINOVITCH

HAROLD MATTSON
WILLIAM PERCY
BRUCE FARRAR
KENNETH STUBER

Harold Smith is receiving congratulations. The big event is a new baby. In addition to the mother and the baby, we also hear that Harold came through pretty well too.

We are glad to report that Bill Gordon is now improving rapidly after his operation.

Thomas McDavitt has finally succeeded in registering the 1923 Ford which he purchased six months ago.

Our golf team is in the swing of the season, with Jim Hanley starring.

Curtis Nordstrom is being congratulated on the arrival of a new daughter at the Norwood Hospital.

Warren Manson left Friday, May 24, for a vacation in New Jersey.

Charlie Savage took a week of his vacation in May and spent the time working on the inside of his new cottage at Canton Reservoir.

Spring definitely arrived at the Roofing Mill on the day that Dick Stoddard and Bill Bothwell stopped wearing their heavy red and black checkered wool shirts.

Phil Anderson, the crooning messenger, is now working in the Shipping Office and has already gained the reputation of asking more questions than a census taker.

Dave Fleming is reported making a satisfactory recovery from an operation at the Norwood Hospital.

John Graney has returned to work after a short illness.

Raymond Call, our Master Mechanic, is building a cottage at Wareham.

Camillo DePlacido has completed his new home on Washington Street.

Dick Storkfelt has purchased a new-to-him car.

Warren Manson is going to the "dogs"—but not the way you think! He is the possessor of a string of prize-winning Chow dogs and goes with them to shows throughout New England.

Andy Wright has all the boys agog. Say, Andy, why the kilts at the Westwood barn dance? Hoot, mon!

John Hopkins, who was severely injured in an automobile accident on March 30th, has now left the hospital and is convalescing at home. Take it easy, Johnny.

By the time this issue of the *Review* appears Tony Utorka will have joined the ranks of the Benedicts. The bride is Miss Hedwig Helena Werkowski and the wedding takes place on Sunday afternoon, May 26th, in Cambridge, Mass. followed by a reception at the Ritz-Plaza in Boston. Best of luck, Tony, to you and your bride.

Some of the boys are still waiting for their annual invitation for a cruise down Boston Harbor, from Skipper Surette. How about it?

Here's a good one for the "believe it or not" column. Bill Angus came to work as usual in his faithful Chevrolet one fine Spring morning. That, of course, is not news, but when Bill refused to drive the car home on an empty stomach, and deliberately walked home, to return later for his car, the boys just threw up their hands. How come, Bill?

Ernest Zinkowski has just purchased a 1940 Oldsmobile.

Don Frazier and Ed Lincoln are intensely interested in a Public Speaking course which they are taking in Boston. They say that the weekly talks given by one of the coeds of the class are very interesting.

When two red-headed fellows are working together it is apt to be confusing, so Bill Murray and Fred Conroy, team-mates on the shingle conveyor take-off, have been re-christened "Red" and "Bright Red" respectively.

George Smith of the Granule Plant is now working with the slate crew.

Here is the story of a good deed that misfired. Coming off shift one wet night at 11 o'clock Luigi Cicolani found that he had a flat tire and proceeded to change it. Along



Roofing Bowling Team champions of the past season. Standing left to right — Alex Alexandrini, Fred Turco, Ted Michienzi and Julius Aukstolis. Kneeling — Paul Calderone, Sam Di Flaminis and James Lowe. Calderone is not a member of the team, but is included in the picture because he won the high single string total for the season. Aukstolis had the highest average for the season and also walked away with the high three-string total prize.

came the Good Samaritan James McKnight who volunteered to give him some help even using his own tools to do it. The change was made in record time then Jimmy gathered up his tools quickly, including Luigi's car keys and put them in his car and drove off leaving Luigi stranded. Louie had to promote a ride to Walpole in a third car and locate McKnight's home—this was around midnight—before he could get his keys back, then a return to his car in the mill yard and a belated journey to his home in Islington.

William Percy is the proud father of a baby son born April 20, 1940.

Now that Frannie Nichols got his car smashed up, the girls will just have to wait for his new one.

Ned Bellow is back to work after hurting his foot. Lucky it was only a bruise, Ned.

Tony Campisano is spending his two weeks' vacation at his home in South Norwood.

A return match was bowled at the Roll Land between Tony Richardi and Howard Bearce as partners and Roger Percy and Stanley Jurgelevicz. Roger and Stanley were the winners by a close margin.

Our Captain Stanley Jurgelevicz is now taking up horse back riding. What a break for the girls! He and Eddie Carberry look like real jockies from the track.

Frank McMahon is getting his cottage all set for the summer. It is at Swift's Beach.

FLOORING MILL AND OFFICE

ANGELO MACCHI	LEON ZINKOWSKY
THOMAS PAQUETTE	ALBIN VIETZE
LAURENCE GAMMELL	THOMAS BURNS
JAMES BUNKER	EDWARD TRAVERS
FRANK SHIMSKY	

It looks as if the Chromalin Department was going to have one of the strongest softball teams in the League.

John Olson has a Ford, with a radio and a heater. The radio can even get station WBZ. Your correspondent heard it. Right, John?

Larry Gammell is sporting an Austin Coupe. We find Eino Manninen is remodeling a new home for his family.

Tad Maguire has recently taken a position as catcher on the Chickering Softball team.

We understand that Matthew Connolly is about ready to take the final fling into the field of matrimony. It looks as if Brady has set a good example and we don't blame you for following it, Matthew.

Orville Spinks has just purchased one of the new semi modernistic homes in East Walpole. Nice work Orville. When is the house warming?

Joe O'Brien and Frank DiCicco have been seen wandering around Boston streets when boys of their age should have been at home in bed. This is happening altogether too frequently.

Basil McAusland is now giving a special course to men in the art of cooking "French fries".

Carl Rafuse hit a homer with 3 men on in a recent game, thus helping Mike Wallace win his first game, 16 to 9. P.S. Some rumors have been heard that Peter Didick's roofing team is practicing on the Q.T. This may be due to their late defeat in the aforementioned game, 16 to 9.

Joe Doran has a fine sport model to drive around.

It looks as if Jesse Ghen just wasn't meant to be a dog owner. He has lost two dogs this winter.

It must be nice to have two cars in the family. Now Carl Hilton can drive one—(the old one!).

We extend our sympathy to Nick Puopolo who has had the misfortune of having both his wife and his son in the Norwood Hospital at the same time—both with major operations.

Actor Tom Leach just finished starring in "Big Hearted Herbert" for the Ladies' Club of East Bridgewater. Just to keep it in the family, his wife directed it.

Lewis Walters has been seen in a new to him car. You won out by a hair, Louie; we know of another party that was interested in that same car.

Garnet Patterson is contemplating the purchase of a glove, which he claims never misses a ball. Wrong, it will *not* be as large as a basket.

Ernie Smith is the first to leave on his annual vacation. Understand he has gone out west.

The boys in the shipping office want to know what kind of a hen you have at East Walpole that makes the scratches on the advertising forms.

Billie Gleichauf has given up on the car,

but he is thinking of making another try of it later on in the summer.

That man talking to Nappie La Casse was from the Old Howard—the booking agent.

We see many new Plymouths about the mill lately.

Elton Moore recently enjoyed a trip through Vermont.

Usually, on his day off, Steve Delaney may be seen driving in the general direction of Rhode Island. This ride has no connection with the track!

We hope that soon we shall see Ed Miller and Joe Gallagher back again.

John Didick and John Johnson have a new fish story. They claim they caught some fish at night!

Barney Coyne is breaking in a new Plymouth on the Foxboro road.

John Burke has "graduated" from the laboratory to the Oil Boiling Department. We hope you like your new job, John.

The new truck loading platform should be ready and in use by the time this goes to press and it sure will be a big help here.

Francis Monahan was actually seen pushing the "bike" up the hill the other night. Thought you wouldn't be seen eh—Francis? Well we all are getting older.

CHICAGO MILL AND OFFICE

GLADYS DAVIS
RAYMOND GUSICK

EDWARD STADT
M. C. THOMPSON

The boys at the front end of No. 1 Machine would like a group picture of the supermen at Shreveport. One fellow says those boys are really good, or else their minister of information must have been schooled in Europe. (The Shreveport boys turned in a record run on Master-Bilts.) Watch out boys, we're out after the record again.

Another eminent bachelor has gone the way of all Spring-time romances. Good luck, Eddie Striek.

This year is going to be different. The Bird & Son indoor team won its first game by a score of 19 to 5. Moral support is what they lack, so let's all go out to their games and watch them take them—one, two, three.

Mr. Cupid, the little rascal, has at last found Bruce Keller. By the time this goes to

Some of the boys swinging into action the opening night of baseball practice. Left to right — (1) Lili Petroni, John Sigmund; (2) John E. Maguire, Jr.





Here are some of the boys in the Finishing Dept. at the Flooring Plant. First row left to right — John Murphy, John Lasky, Second row — John Mitchell, Warren Smith, John Davidson. Third row — Frank Jankowski, Henry Houghton, John Farrell and Howard Johnson.

press we expect to hear he is a married man. Good luck, Bruce.

WHAT MASTICATION

Chicago employee: "I'll take my hat off to you oyster eaters. It was all I could do to eat three last night."

E. W. employee: "Weren't they fresh? What did they look like when you opened them?"

C. Employee: "O, did you have to open them?"

Another spring baseball team has been assembled down to the last man,—Harold Altman, cigarette holder, and all.

Spring evenings should keep Major Julian busy shining up his boots and saddle.

Horseshoes is now holding its own even though the weather hasn't been anything to write home about. "Spitz" and "Speaking Joe" are the only two that are in form.

The Sox and Cub fans haven't had anything to talk about and the old place doesn't seem the same. Don't feel too badly, boys, the "Yanks" have been dropping them, too.

George Hackett is now looked upon as the glamour boy of the Bird ball team.

We hear Earl Campbell has gone in for farming. He said he has three roosters and one chicken, and now he has eggs to sell. Tom Cooling tells us his eggs are swell.

Messenger boy, Falstrom, is looking for a good sign painter. He wants his address painted on a sign and hung around his neck when he goes out. He has a heck of a time trying to remember where he lives, and always ends up on the north end of the city.

AM I BLUE

That seems to be Lenore Falstrom's theme song lately. Will someone please tell her that her skirt is blue? (Although we know it is grey.)

WELCOME

We welcome Roger Sumner to the Chicago fold, and wish him the best of luck.

GOOD LUCK TOO

To Dick Potter. We hope he'll miss us.

Rob Rush is entertaining some friends from out of town.

Ray Gusick has moved to the "sticks". He can be seen every day now chewing on a piece of hay.

Mr. Roberts, Mr. Conrad and Mr. Young paid us a visit this month, and we hope they enjoyed their stay as much as we enjoyed having them.

The alternating brown and black squares in the new floor covering at the Chicago office are very effective and have made quite an improvement in the appearance of the entire office.

HERE 'TIS

The results of the bowling season are

Billie Gauweiler.....	180
Willie Hair.....	175
Rollie Altman.....	172
Wallie Manteuffel.....	169
Mannie Manteuffel.....	169
Johnnie Altman.....	165
High individual series—Billie Gauweiler, 617.	
High Single Series—Mannie Manteuffel, 252.	
High Team Series—996.	
Total games won—44.	
Total games lost—55.	

SHREVEPORT MILL AND OFFICE

GRACE FULLER
ROBERT JENKINS

CHARLES HOUGHTON
GEORGE GRAY, JR.

Lawrence Miller has picked up the new names of "Limpy" and "Crip".

Frank Kruienza has a knack for washing his new Buick with kerosene. His smallest boy about two years old did a swell job painting it bright red.

Harold Marcelli is still paying on a radio and wrist watch which he never sees any more.

"Pinky" Wise says he drives his new Dodge truck 500 miles on sixteen gallons of gas. That is 31.25 miles to the gallon. Some driving "Pinky".

We welcome Richard Johnson, a brother of Hoyt Johnson, on the machine.

Sorry to see "Red" Couch in the hospital as the result of an automobile accident. Everyone wishes you a speedy recovery "Red".

The garage man named "Turk" still has Johnnie Scheen's Terraplane.

Some of the boys have been enjoying successful fishing trips over the week ends.

We all feel sorry for "Grandpa" Winkler; his brother William goes to Arkansas and runs his new Chevrolet into a wagon.

Ben Motes is sporting a new, to him, Buick.

Johnnie Scheen and Harold Marcelli are now known as the "Slip Boys".

C. E. Houghton and C. C. Pregge are complaining of sore muscles acquired while playing a terrific tennis match.

The automobile Industry has been doing a tremendous business around these parts. R. F. Jenkins reeks with pride while sporting a new 1940 Maroon Plymouth with radio. L. G. Houston a new Oldsmobile, Pea Green, with radio. A. D. Leslie new Dodge Club Coupe, L. R. Johnson Big Buick.

Lucille McMurtry is anticipating a trip to Hot Springs, Ark. in July while on her vacation.

Jane Williams is talking a Chicago trip to be made around the first of June.

SOFTBALL

BY ERNEST PACIORKOWSKI

THE game of Softball, while an old and popular game in the western part of the United States, is a new game to us in the east. Four years ago the game was introduced to Bird & Son by a group of men at the Floor Covering Plant and its popularity has grown to a point where approximately 200 men and women employees of Bird & Son are actively engaged.

This year a Men's Interdepartmental League consisting of eight teams has been organized with a special effort being made to distribute the players more evenly among the teams making the teams better matched. The teams are scheduled to play each other once in each half. Games are to be played on Mondays and Tuesdays at the Bird Athletic Field and the Bird School Field.

Girl golfers at the Walpole Country Club on the opening night. Left to right — (1) Hannah Flavin, Marion Smith, and Martha Clem. (2) Martha Clem, Sophie Eppich, and Margaret Cocoran look on as Anne Kelleher drives.



SUGGESTION AWARDS

APRIL

THE following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Rubber Back on Coal Chute—George Wise, EMM

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Limit Switches on Roll Hoist FXCM1—T. F. Bannon, EME

Cut 4" Off of the Chutes in Basement—Joe Cozzi, FC

Guard Rail at Ash Hopper—Walter Cyr, EMY

Foot Lever on Pull Rolls—Hilmer Eklund, FBPM1-2

Trench for Water at FBPM2—Howard Elias, FBPI

Inspection Hole in Cover of Tank Back of Solid Combiner—William Gokey, EMP11

Passageway Between #9 Winder and Tying Machine—George O. Gross, FBP

Friction Bars Between Felt Rack and Saturation Pan—W. H. Manson, FBM

Chain Falls at #1 Winder—Henry Smith, FBM

Score Custom Built Wrappers—Edward Stadt, FC

Late FFV Orders—Michael Triventi, VM

Screen #5 Elevator Hopper—John Wosner, FBPM1

Walter Cyr, EMY, was awarded \$10.00 for five accepted suggestions.

MAY

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Turn Down Flange Wheels on Crane—Robert Hood, EMM

Flower Pot Advertising Pamphlet—Evelyn Michienzi, FXB

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Levers for Soapstone Slide—Joseph W. Bartell, FBPM9

Longer Horizontal Gauges on Insul Bric Die—W. Raymond Bearce, FBI

Guard Over Switch Box at Crusher—Vincent Cappuccio, FBW

Wire Stop at Chute—Luigi Cicolani, FBX

Platform for Crane at DMPM5—Walter Cyr, EMY

Welding Nuts at Allen Engine—Walter Cyr, EMY

Special Wrench at Asphalt Tank—Walter Cyr, EMY

Numbering Spur Tracks in DP34—Antone Dias, DP

Safety Rail for Chip Carts—Howard Elias, FBPI

Clothes Hooks at Shower Baths—John R. Finningham, FFC

Bronze Bushing on Parker Tying Machine—John G. Graney, FBM

Water Faucet Near Coater—G. W. Gray, Jr., FSPM

Long Handled Pliers to Lift Sheet from Saturator—Hoyt Johnson, FSPM

Side Rails for String Catcher—Fred Matthews, DPM

Shield at Dust Elevator—William Slattery, FBW

Trap in Chute to Finish Rolls—William Slattery, FBW

Graphite for Locks—W. L. Smith, FS

Shortening of Table at Take Off End of Saturator—Fred P. Turco, FBI

Box for Direction Sheets—Blanchard Watts, FS

Under Cut Studs for Packing Glands—Edward L. Welch, EMM

Roller Cradle for FBM Welding Dolly—Edmund Wenstrom, FBPM1

Change Steam Pipe—John Wosner, FBPM1

Four men were given additional awards of \$10.00 for having had five suggestions accepted:

Joseph Bartell, FBP, Luigi Cicolani, FBX, John R. Finningham, FFC, John Wosner, FBP.

The Ladies' Softball activities this year are in charge of Miss Julia Lewis who has organized a girls interdepartmental league consisting of 4 teams, these teams are scheduled to play once a week on Wednesdays and Thursdays at the Bird Athletic Field. League games starting at 6:15 P. M. on May 23.

The captains of these teams are:
Ethel Murray—Master Bilts.
Eleanor Carlson—Lock Butts.
Helen Ceglaski—Chromatiles.

Harriet MacMahon—Permatreds.

Candidates for the Bird & Son Ladies' teams start practice May 24. Judging by the playing and enthusiasm of these young ladies at the Interdepartmental League practice games, they are bound to have a successful season. Some of the men should attend these games to get a few pointers on how to play softball. The teams' season opens against the Franklin Sluggers on June 6, 1940 at the Bird Athletic Field.



Ernest Paciorkowski (Speed, to you) completes a healthy swing at the opening night of Softball practice. The Catcher is Lester Tarbell.

The managers of these teams are:
Steven Cavanaugh—Flooring General.

Ernest Smith—Flooring Shipping.

James Fraser—Flooring Finishing.

Michael Wallace—Chromalin Department.

Ernest Zinkowski—Roofing Laboratory.

Peter Didick—Roofing General.

Eino Heikkila—No. 2 Box Shop.

William Tyson—Main Office.

The Bird & Son Men's Softball team has been entered and accepted in the Norwood Softball league consisting of 14 teams. The Bird & Son team is bound to get plenty of competition. Preparing for the league season starting June 3, 1940, the candidates for the team have been practicing since May 7. Practice games with outside teams have been arranged, the first one with the Westwood Sporting Club.

Eddie Mingels, John Zabrowski, and Bruno Uzdavinis gang up on John Hopkins outside the Roofing Mill gate during the noon hour. Picture taken by Tony Lucas, Roofing Shipping Dept.





Softball practice for the weaker sex (?) at the Athletic Field. Left to right — (1) Julia Lewis, (2) Eleanor Carlson (3) Helen Kane and Helen Lipinsky.

PHILLIPSDALE SPORTS

THE Phillipsdale bowling season was brought to a successful close on May ninth with a banquet at Wightman's in South Attleboro. Highlight of the evening was the presentation of the Superintendent's Trophy by Mr. Henderson to Captain Andy McConnell of the victorious yard team. The trophy, first of its kind in the history of the local mill, will be engraved from year to year with the name of the winning team. An entertainment followed the dinner during which Community Singing was enjoyed, led by Master of Ceremonies Rex Salisbury. Joe Queenan, "The Songbird of the Emerald Isle", sparked the singing with a couple of well received solos.

The final standing of the league was as follows: Yard, Office, Maintenance, Shipping.

Fred "Tix" Billings boasted the highest average with 109.2 while Captain McConnell of the Yard carried off the other individual honors with a High Single of 168 and a High Three String of 388.

Plans are being made to enlarge the league next year from four to at least six teams.

Bird & Son has again entered the East Providence Industrial Soft Ball League after a year's layoff and so far are maintaining an even .500 clip in the win and loss column. They have already played four games on the twenty-one game schedule, winning from Abrasive Tool and Atlantic and losing to Rumford Chemical and Tydol. Captain Joe Queenan, while not predicting any pennant for his charges, is quite optimistic about finishing in the upper bracket of the first division.

The cream of the Phillipsdale

bowling league are now engaging in a Round Robin Bowling Tournament with the stars of five other East Providence plants. Each team will bowl five matches and fifty dollars in cash prizes will be awarded at the end of the tournament. The Phillipsdale team consists of Rex Salisbury, Andy McConnell, Fred Billings, Al Merritt and Ed Collins.

A group from Phillipsdale are planning to attend one of the coming doubleheaders at Fenway Park.

SAM'S VISITS

LATEST reports from "Sloppy Sam" show that he has visited five different departments in as many weeks and is at the present writing awarded to a spot under the old tanks at DM-#8, a section of the mill which comes under the Beater Room. Previous to that he visited for a week at a time first at #4 and #5 Paper Machine Room, then at the old A and B Engine Room which Department EM uses for storage. The next week "Sloppy" was told to report at the Stock Handling Department and the week after that at the Broke Beater in the Cutting Department.

Wherever he goes, he has been as we predicted, most unpopular, but his unpopularity has brought about a real improvement throughout all East Walpole divisions to the point where even out of the way spots are kept cleaner and safer than ever before. We can all thank "Sam" for that.

By the time this issue appears we expect to have on hand the permanent metal figures of "Sloppy Sam"—one for each of the three divisions—East Walpole Plant, Norwood Roofing Division, and Norwood Flooring Division. A soon as these arrive,

inspection will start at the Norwood Plants and you can bet your hat that will mean plenty of hot competition in those divisions.

At any rate, "Sam" is certainly causing a lot of activity, and it is safe to predict that all of our Norwood and East Walpole Plants will be cleaner, and therefore safer places during the summer months ahead.

ACKNOWLEDGMENTS

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

The family of the late Mary Friary.

We wish to acknowledge with sincere thanks the kind expression of your sympathy.

Mr. and Mrs. D. E. Merrill and family.

The family of the late Domenica Piraino acknowledges with grateful appreciation your kind expressions of sympathy.

Your kind expressions of sympathy during our recent bereavement were very comforting and greatly appreciated.

William E. Hale.

Your kind expressions of sympathy are deeply appreciated and gratefully acknowledged.

Mr. and Mrs. Edward Marko.

Your kind expressions of sympathy are gratefully acknowledged and deeply appreciated.

Mr. Howard Patton and family.

Your kindness and sympathy are deeply appreciated and gratefully acknowledged.

Mrs. Thomas Rogers and family.

Your kind expressions of sympathy during our recent bereavement are gratefully acknowledged and deeply appreciated.

Mrs. Mary Conton,

Miss Mary Conton,

Mrs. Mary King Conton.

Your floral tributes and messages of sympathy received during our recent bereavement are deeply appreciated and gratefully acknowledged.

Mr. John J. Barry and family.

Thank you for your kindness and sympathy at a time when it was greatly appreciated.

Mr. Harold M. Hale.

Thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mrs. John Brooks and family.



BIRD PRODUCTS

Roofing Division



BIRD Shingles

Master-Bilt Thick Butt
Custom Built
NEPONSET Double Twins
Lock-Butt
Tri-tab Hex
Art Wall Siding
Weather-Tex Siding
BIRD Insulated Bric-Siding
Master-Bilt Weather-Tex Thick Butt
NEPONSET Twins Thick Butt
Loc-Set Hex-Twins
Individuals
Giant Individuals
Copper-clipt
Art-Bric Siding

BIRD Roll Roofing

Paroid
Art-Hex
Universal
Mineral Surfaced
Prosplate Roofing, Blind Nailed
American Ready
Old Reliable

BIRD Building Papers

NEPONSET Black
Refrigerator Insulating
Saturated and Coated
Reenforced Kraft Paper
Super Sheathing
Duplex Kraft
Economy

BIRD Wallboard

NEPONSET Wallboard
NEPONSET Tileboard
American Wallboard
American Wallboard, Green One Side
Poster Board

BIRD Specialties

BIRD Built-up Roof Materials
BIRD Deadening Felt
Plastic Cement
Tarred Felt
Roof Coating
Asphalt Felt

Flooring Division

BIRD ARMORLITE Rugs and Floor Coverings
BIRD NEPONSET Rug Border
BIRD Economy Rugs
BIRD Economy Floor Coverings
BIRD Economy Hall Runner
BIRD ARMORLITE Hall Runner
BIRD Lining Felt
Economy Lining Felt
BIRD Saturated Felt
Rubberlike Matting
BIRD CHROMALIN Rugs and Floor Covering
Patterned Plain Jaspé Chromasets
BIRD PERMATRED Floor Covering and Tiles
BIRD Chromatile

Box Division

CONTAINER SECTION
Solid Fibre Cases
Corrugated Cases
Sash and Door Wraps
Protector Sheets
BIRD-FIBRE
WOOD FRAME BOX SECTION
Wood Frame Boxes
Reel Lagging
NEW PRODUCTS SECTION
Spring Panel Suspension Boxes
Rug Cases
Wrap Boxes
Drums and Kegs

Carton Division

BIRD Shoe Cartons
Tack and Screw Boxes
NEPONSET Waterproof Paper Flower Pots
Plant Bands

Special Papers Division

Index Pressboard
Cartridge Paper and Wad
Chip and News Boards
Dry and Waterproof Papers for Special Purposes
Industrial Filter Paper
Innersole Board
Wet Web Saturated Papers
Socket Lining Paper
Fusee Paper
Mill Wraps and Heads
Toe Cap Felt
Cloth Board
Rocket Paper



{List of Bird Products on Inside Back Cover}



BIRD

AUGUST

VOL.28

NO. 4

1940

NEPONSET REVIEW



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

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Sales Manager Box Division, C. H. ANDREWS

Sales Manager Carton Division, A. M. CLAFFEE

Sales Manager Paper Division, A. M. CLAFFEE

Sales Manager Roofing Division, E. L. CHAMBERLAIN

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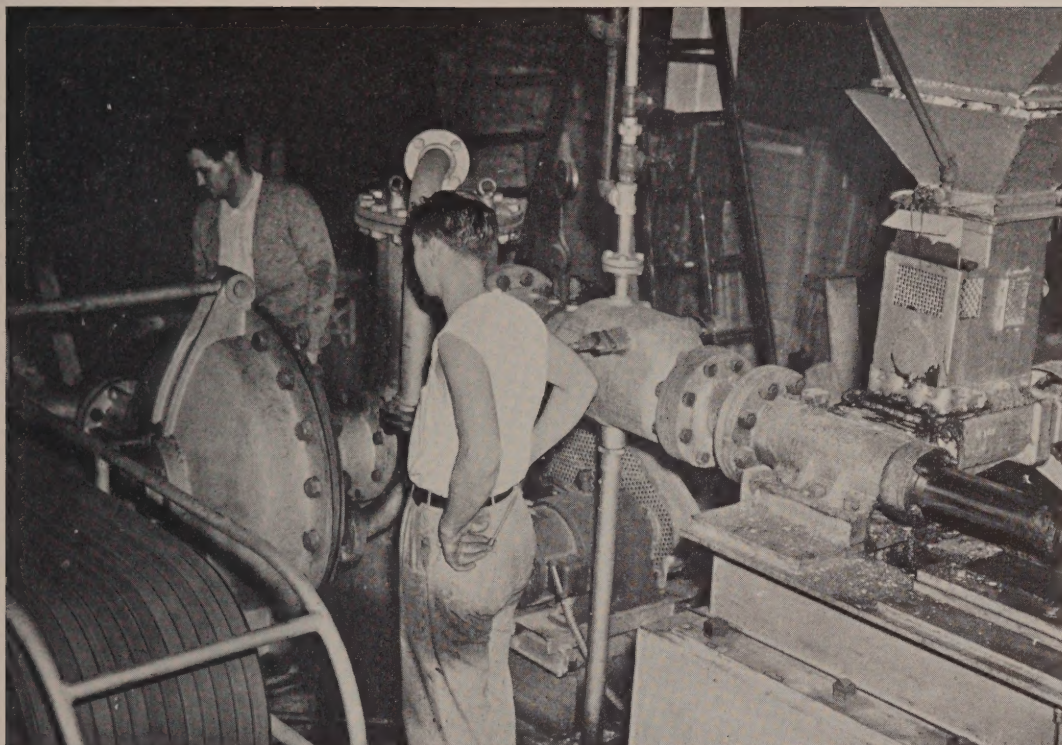
Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY

MEMPHIS, MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS



Albert Casale and Raymond Pierson operating the new defibrator at Phillipsdale. It takes only one man to operate this machine, but this was taken in the afternoon, just as the men were changing shifts, so we were able to get both operators in the picture. The disc just to the left of the center is where the separation of the fibres takes place.

PHILLIPSDALE'S NEW DEFIBRATOR

WITH one Asplund Defibrator already in operation, and another in the process of installation, the Phillipsdale Plant is now producing a portion of its raw stock directly from cord wood. Cord wood grown nearby is used for the purpose, passing first through a chipping machine and then into the defibrator itself, which breaks the small chips down into wood fibre which is excellent in producing the high quality felt base for our roofing and flooring products.

As you drive into the mill yard and approach the building which houses the defibrator, you are first impressed by the huge piles of cord wood—literally hundreds of cords waiting to be fed into the defibrating system. Judging by the impressive wood piles, you expect to see an elaborate and very large machine,

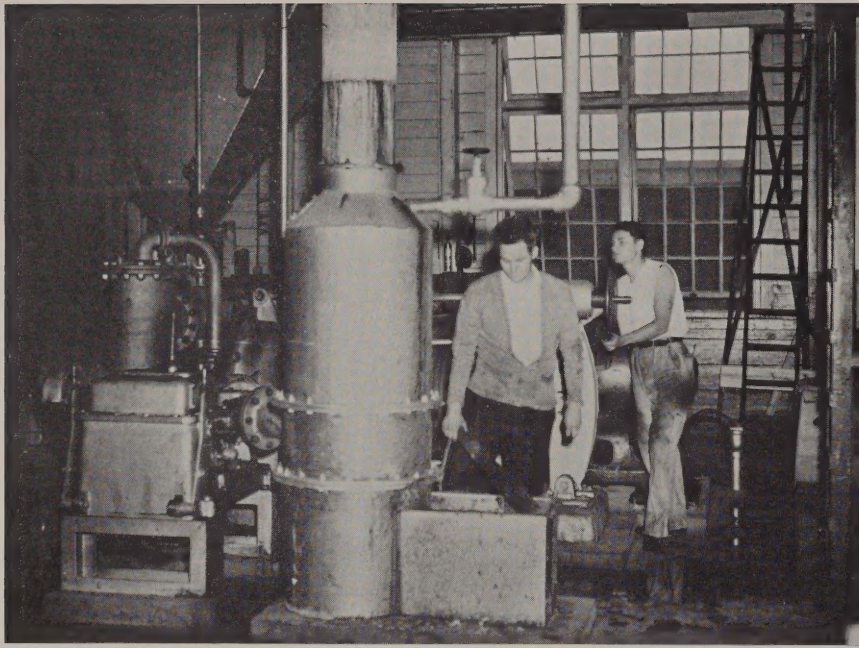
and are somewhat surprised to discover that it is a very compact and efficient mechanism less than twenty-five feet long.

Before the wood can be fed into the defibrator, it must be cut into thin chips about two inches square. This operation is performed by an amazing machine located in a little building by itself. It takes a four foot length of cord wood, up to 8" in diameter and chews the log into small chips in a few seconds. During actual runs recently, this machine averaged a cord of wood in ten minutes. The chips of wood that come from this machine are blown onto a vibrating screen which sorts them to uniform size. Then they are conveyed to a hopper directly above the defibrator and from there fed by gravity into the defibrator itself.

HOW IT WORKS

At this point the operation begins to get technical, but reduced to

simplest terms this machine breaks down the wood into small bundles of fibres by taking advantage of the fact that the membrane which binds the individual fibres together, known as the middle lamella, almost entirely loses its power to hold the fibres together at temperatures above 212° F. A plunger takes the chips from the hopper and forces them under pressure into a chamber where high pressure steam is applied. This sudden heating of the chips under pressure has the effect of melting or softening the middle lamella or binding material, and prepares the fibres for the final operation of the machine. From the steam chamber, the softened chips are fed by a screw conveyor into the defibrating chamber where the actual separation of the fibres is accomplished by forcing the chips between two discs, one stationary and the other rotating on a shaft. These discs can be adjusted



Another section of the defibrator. Albert Casale is standing at the storage chest from which the stock is pumped to the felt machine.

according to the type of fibre desired; they work very efficiently and break down the wood into small fibres very easily.

From the grinding discs the exhaust steam blows the fibre into a discharge pipe and finally to a cyclone separator where a water shower forms a stock suspension of the fibre produced. An agitator at the cyclone stirs the stock to make this suspension uniform. The stock is then dropped into a storage chest and later pumped to mix with the other raw stock being fed to the felt machine.

This interesting machine, which is fairly new on the market, has received rapid acceptance by manufacturers of felt. It was invented by Mr. Arne Asplund of Stockholm, Sweden and it is for him that the machine has been named. The installation of the second defibrator is now well under way at Phillipsdale and the new machine will probably be in operation by the time this issue is printed. With this equipment we shall not only provide for maintaining a very excellent standard of quality in our felt, but also prepare ourselves to face the raw stock situation better regardless of what the war or other economic conditions may do to the rag market.



BY KARL WURZEL

THE golf leagues of both the girls' and men's leagues are fairly close to the end of the season's play. Both in the girls' and men's leagues the race is very close.

Since our last writing the Bird Club golf league has had plenty of action.

The feature of this report is the hole in one made by Howard S. Hanna, on the 140 yd. 4th hole of the Sharon Country Club during one of his league matches. To Howard, goes the distinction of being the first member of the Bird Club Golf League ever to get a hole in one during its matches. Congratulations from the Golf Committee.

A very interesting Mixed Scotch Foursome tournament was held at the Walpole Country Club on June 15, 1940 under the direction of Bertha Broadley and her committee. The weather was not the best but in spite of all that there was a large turnout for the match.

On June 29th the men's league held its annual Field Day at the Sharon C. C.

A good crowd was on hand to

start out, and when the morning was over and the scores all recorded there was a total of 34 different winners of events.

On July 5th the Girls' League held its annual Field Day at the Walpole C. C. After the tournament was over the girls journeyed to Bishop's Tavern for lunch and the awarding of the prizes.

CAMERA CLUB

BY M. EDGAR TARR

THE last business meeting was held at the Exhibition Room on Saturday afternoon, June 29. After the regular print competition, fifteen members trekked to Hilda Rafuse's cottage at White Island Shores and ever since there have been requests for a repeat performance.

Swimming, picture taking and general all around "horse play" made the afternoon and evening a big success. Oh yes—and the eats the committee put on! They were perfect! There will be no more meetings until September, and then a fresh start will be made for the fall and winter season.

The final result of the First Period Camera Circle Competition has been announced and our club finished fifth among seven clubs competing. Out of 84 prints entered in the competition, we had three of our twelve entries finish in the first twelve against some real tough competition.

John Driscoll, the third member of the defibrator crew at Phillipsdale. Each man works one eight hour shift, thus keeping the machine in constant operation.



STRAIGHT THINKING

A TIMELY MESSAGE FROM PRESIDENT ROBERTS

I WAS very much impressed with a short story which recently came from a correspondent of the "New York Times" who talked with an old Frenchman in a vineyard near Bordeaux, and obtained from him the following brief description of what really happened to the plans for the defense of France. This story may enable us to think a little more clearly and to keep our minds on realities and avoid wishful thinking, which is a great temptation.

"... I tell you that we followed the wrong road. We were all democratic in spirit, but in reality we were too much concerned with self. It was to a great extent the fault of our institutions, which tended to breed politicians instead of statesmen and which set party interests before those of the nation.

"This is not the time to apportion the blame; in truth we are all responsible. We saw no further than the parish pump, and we were well satisfied when our representatives in Parliament brought home some of the gravy. We looked upon the State as a universal purveyor and we always spoke of our dues, seldom of our duties. . . .

"Periodically money was asked of us for national defense. We gave it unstintingly. Then we learned that it had been spent for other purposes, and we were asked for more. We gave it again. The politicians explained that it had all been expended for 'social reforms'. No doubt it was, but it did not help much when it was divided among millions. . . .

"For many years now it had become evident that our parliamentary form of government had failed. Every successive Cabinet had been compelled to ask for dictatorial power in order to be able to administer the country. But we persisted in our errors. For one thing, we persisted in leveling the nation down and in imagining that the State would prove an everlasting milch cow."

This is the basis for the whole tragic story of selfishness, discord

and disunity which led, in such a short time, to the complete breakdown of the French Republic.

It is necessary that we think clearly. Very few of us can doubt that this country is faced with a great emergency. Every indication points to this fact. Congress has voted billions of dollars for rehabilitating our army, navy and air force. It is giving serious consideration to the "Draft" as a means of securing personnel for the armed forces. Nothing other than a great national emergency would justify these moves.

INTELLIGENT PATRIOTISM

It is our duty enthusiastically and patriotically to support the program of National Defense laid down by our national leaders and to do it in a calm, determined manner. At the same time, we must not blind ourselves to reality; therefore we must all think twice when we are told that these tremendous expenditures for national defense can be made and that these huge amounts of materials can be diverted from peace time to military service with no modification in the social gains which have been put into effect in the last few years.

In other words, we are told that we are going to be able to make these extraordinary expenditures and fabricate these extraordinary amounts of military supplies and, at the same time, maintain our existing stand-

ards of living *without doing any more work than we are doing at present.*

Frankly, we would like to believe that this could be so but, when we sit down and calmly think the thing over, we know that it just cannot be, and that the only way to obtain the extra amount of goods for military purposes, over and above the amount which we have been accustomed to have to maintain our present standard of living, is to work more hours.

It cannot be done by raising everyone's pay to compensate for the extra amount which we will all have to pay in increased taxes for building and maintaining the National Defense. To do this would in turn increase the costs of the articles we purchase in maintaining our present standard of living, with the result that our increased pay would purchase less. We would be trying to lift ourselves by our bootstraps. No, in order to have more we will have to produce more. Economic facts do not change and it has been a pretty well recognized fact, for a long, long time, that you can't get much without working for it.

CLEAR THINKING NEEDED

So let's not start out on this problem of National Defense with false hopes and false ideas. Let's realize from the start that we are faced with a national emergency which is more important than any personal or political prejudices.

We must learn to think straight and clearly on all these matters which affect our lives and the lives of our families so vitally. We must learn to judge which ideas are sound and which are unsound. And then we must act, not for our own interest, or the interest of one group or another, but for the best interests of our country and the civilization in which we live.

President.

Edward Perry feeding cord wood into the chipper at Phillipsdale. This chipper can dispose of a cord of wood in ten minutes.





A Section of the Fly Ash Collection System. One of the air ducts is being lowered into place by a huge portable crane. Mr. Bert White, the foreman for A. A. Lamb, the rigger who made the installation, is in the center of the picture directing operations. Taken by P. H. Mudgett.

NEW SYSTEM FOR COLLECTING FLY ASH

THROUGH the installation of a Buell Fly Ash Collection System at our East Walpole Boiler Room which was completed over the week end of June 30, we are now operating with the finest and most modern equipment yet devised by engineers for the removal of fly ash from the smoke which passes out of our chimney. We are the only New England industry of our size to have such equipment, and the system we use is identical with the equipment

of the largest and most up to date power and utility companies.

The new system uses the principle of centrifugal force. All of the exhausted gas or "smoke" from the boiler furnaces passes first through our Economizers which remove additional heat from the gas, giving us increased efficiency of operation. From the Economizers the gas is pulled into the Ash Collection System by means of a huge 15 foot plate type fan. The system itself is known

as the Van Tongeren System, consisting of a double battery of twelve cyclones—cone shaped devices which stand about twelve feet high, six of them located on one side of the chimney and six on the other. As the flue gases are pulled into these chambers, the shape of the passageway sets up centrifugal action which throws the particles of ash to the outside of the cone, at the same time forcing the gas to the bottom and center of the cone where it finally rises again to the top through another set of pipes, after the ash has been removed. The clean air then travels through the huge fan and is forced out of the chimney by it. The capacity of the fan is about 180,000 cubic feet of air per minute, which is more than adequate to take care of the furnace gases from the Boiler Room.

The remaining ash which has been collected by the system during the passage of the gases through the 12 cyclones, drops into the lower section of the cyclones and passes on to a series of storage hoppers. From these hoppers it is carried away by a special tank on one of our mill trucks and disposed of.

This new system is installed just outside of the Boiler Room at the foot of the chimney. Anyone passing it cannot fail to notice it because of its size and its futuristic lines. It looks exactly like what it is—a gigantic air conditioning system which eliminates the fly ash, "air conditions" the smoke, and allows only clean gases to pass out through the chimney.

Although such systems are in use at some of the larger power plants, this installation here at Bird & Son is one of the first in New England at any industrial plant. In using this equipment which is the most efficient known to engineers today, we can truthfully say that the gas which now comes from our stack is cleaner than the gas coming from any similar sized industrial chimney in New England.

As you ramble thru life, brother
Whatever be your goal
Keep your eye upon the doughnut
And not upon the hole.

SAM'S LATEST EXCURSIONS

OUR old friend Sloppy Sam has been pretty busy the past two months visiting a number of departments in all three divisions at East Walpole and Norwood.

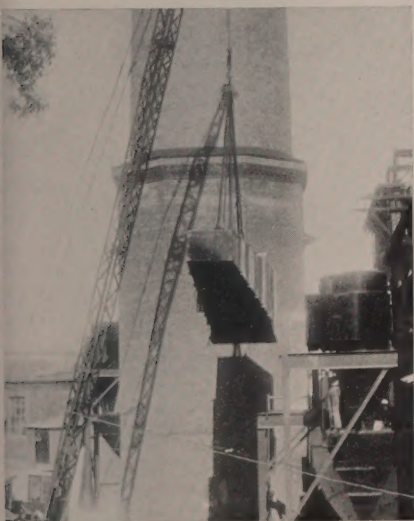
Two months ago we left him under the old tanks at DM #8. From there he went back to the Paper Machines, then to the Spare Parts Storage Room over the Turbine Room and then to the basement of #4 Mill where he stayed for two weeks, then to #3 Mill basement which comes under the Beater room, next to other sections of the Beater room including #5 Broke Beater and the Broke Beater Pump. Here he stayed for a second week because the motor drive had not been cleaned to the satisfaction of the committee. At this writing he is at the Paper Machines.

At the Roofing Plant Sam started his visits on June 5 and he has visited in successive weeks the following departments, #1 Roofing Machine, Shipping Department, #9 Roofing Machine, Maintenance Department, Shipping Department again, Insul Bric Department and #1 Roofing Machine a second time.

At the Flooring Plant Sam has only visited two locations up to the present writing, first in the Laboratory and second at Pull Out end of the Ovens at #1 Print Machine.

Apparently hot weather doesn't slow Sam down a bit and he is going

Raising another section of the fly ash collection system. The boom of the crane extends out of sight at the top of the picture, but its shadow can clearly be seen on the chimney.



Attractive home of A. T. VanPelt, Superintendent of the Berry Asphalt Company at Waterloo.

to keep right on checking up dirty conditions wherever they exist. Sam's fame has now spread to our other plants and we understand that very shortly he will make his appearance at Phillipsdale, Chicago and Shreveport. With all this advance publicity, the boys in those three plants ought to get conditions in such good order that Sam will hardly be able to find a place to stay.

THREE LOSE TIME

AFTER operating more than two months from April 8 through June 14 without any lost time accidents, we slipped a bit and suffered two lost time accidents in June and one so far in July. The month of July is nearly over as this is written and there appears to be a good chance of keeping our record down to only one accident for this month. If we succeed in doing this, it will be a reduction of three accidents so far this year over the record of a year ago.

The first accident in June happened on the 14th to Gustaf A. Johnson of the Roofing Shipping Department who received a cut on his left leg when another worker accidentally pushed an empty skid against him. He is still out.

Patsy Billota, worker on the Roofing Machine, strained his side on June 25 while picking up shingles. Although he tried to continue work the next day, he was unable to do so and began to lose time on June 27, staying out until July 1.

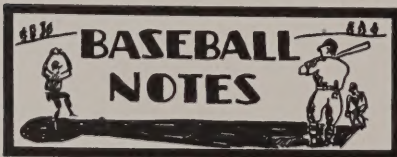
The one accident for July occurred on July 15 when Bartley Barrett, beaterman's helper at East Walpole, was injured when a bale which was being dropped down from storage by another worker struck the hand truck he was pushing. A warning was given but Barrett did not hear it, and walked by just as the bale came down. He received contusions and abrasions on his head, and is still out.

Unloading a section of the Fly Ash Collection System from a freight car at our East Walpole Siding.





Bird & Son's unusual float in the Norwood 4th of July Parade. This proved to be one of the best floats in the parade and caused much favorable comment. It was planned by Charles E. Donelan of the Advertising Department and Arthur V. Wilson. Mr. Wilson assisted by Fred Coleman, Winfred Schaier and Maurice Kimball built it, and the following people were used in the tableau: George Washington, portrayed by Maurice Kimball; Colonial girls: Dorothy Eckert, Eugenie Eckert, Margaret Ecklund, Rosemary Frink, Nancy Sibley and Harriet Phelan, from our Main office; the Boy Scouts, Girl Scouts and Camp Fire Girls were represented by boys and girls from Norwood and Walpole. Picture taken by Bertha Broadley.



BY THOMAS WOOD

OUR record so far this season is seven victories and seven defeats. Most of our defeats came when we were short of our regular players, in other words at twilight games when many of our players were working. We could have a better record if we picked soft teams, but we prefer to play the best teams available.

So far this season we have had only one injury. Moses Bader received a very bad spike wound in his right leg requiring six stitches. The addition of Arthur Harrison and Joe Cashorali have added considerable strength to our club.

Sunday games due to be played are scheduled with the following:

Revere Copper and Brass, St. Mary Holy Name A. A. of Marlboro, the Natick Collegians, the Avon American Legion, the Atwood A. A., Braintree White Sox, the 7-11 Club, and possibly a two out of three series with the Walpole Red Rovers for the town championship. We are also working on a game with the colored giants. A challenge from Bird

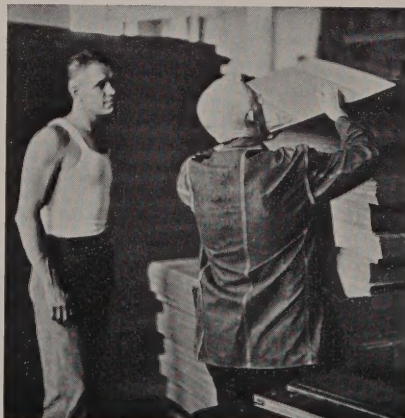
& Son to the North End Club of Norwood has been published in the Daily Messenger for a benefit game for the Red Cross. We are trying to do our part and already have participated in two benefit games so far this season.

GIRL GOLFERS IN FIELD DAY

BY VELMA COBB

THE Girls' League had a very successful Field Day Saturday morning, July 6, at the Walpole Country Club. Twenty of the regular players took part in the events.

Louis Hartford looks on as John White, inspector at No. 1 Box Shop, takes the caliper of a piece of corrugated board. Taken by J. E. Costello of No. 1 Box Shop.



Prizes were awarded for the following:

Nine hole medal play—Low Gross, Bertha Broadley.

Nine hole medal play—Low Net, Bertha Broadley.

Best selected six holes, Margaret Corcoran.

Best score for waterhole, Mattie McLauchlan.

Most sixes, Margaret Corcoran.

Fewest putts for nine holes, Velma Cobb.

Longest drive, Anne Kelliher.

Highest score for any one hole, Lilyan Paquette.

Highest score for nine holes, Lilyan Paquette.

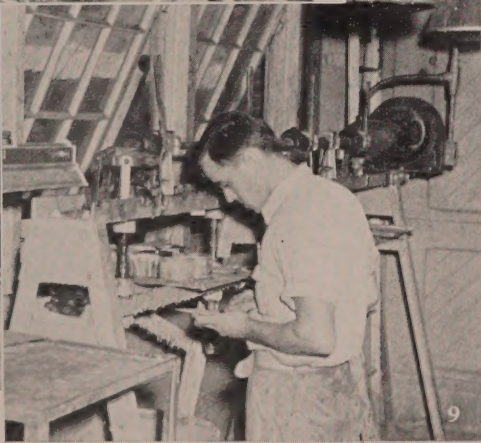
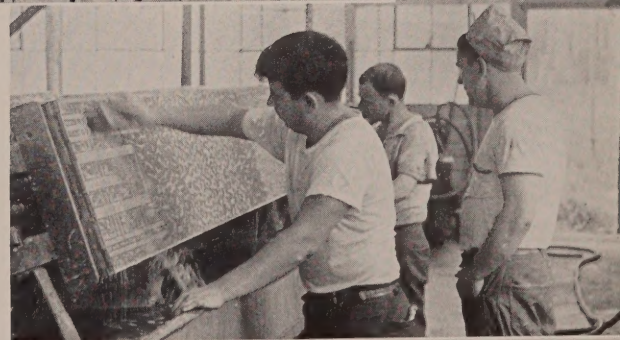
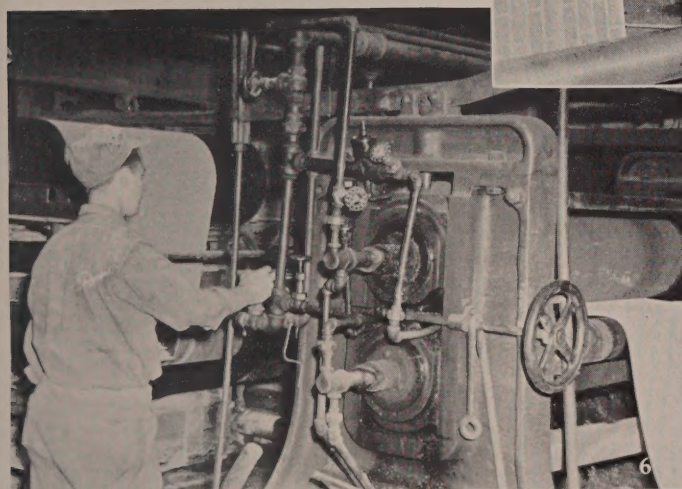
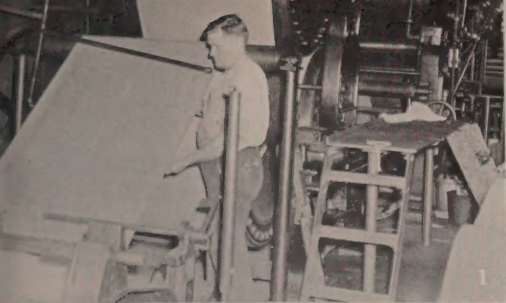
After playing, we met at Bishop's for luncheon, where the winners were announced and we enjoyed singing and dancing.

GIRLS' SOFTBALL NEWS

The Bird & Son ladies' Softball team after a good start has dropped the last two games, many members of the team being on vacation was the probable cause of the recent slump. The young ladies returning from their vacations full of pep are going to hold practice sessions again. Miss Lewis and the rest of the Softball management feel confident that with the added pep and present team spirit, the Bird ladies will have a winning team shortly. Return games with the Franklin Sluggers and the Wellesley Telephone girls are scheduled. The latter is probably the hardest hitting team that any of the Bird ladies have faced. A game is also scheduled with the Wellesley Superettes.

CANDID CAMERA SHOTS

1. Joseph Caspignano running the coating machine which applies gum to Kraft Paper at our East Walpole finishing mill.
2. Salvatore DelSignore and Tony Aventuroso moving bales of pulp at our East Walpole stock sheds.
3. Michael Costello operating a valve at one of the large waste water tanks.
4. Helen Shimsky operating a cartridge cutting machine at the East Walpole Plant. In back are Leona Paquette and Anisim Nikituk.
5. John Wosner and Luigi Rondinelli checking siding material at the front end of the finished rack at No. 1 Roofing Machine.
6. Julius Aukstolis operating the squeeze rolls on No. 1 roofing machine.
7. Peter Craven and John Delaney washing blocks at the Flooring Plant under the direction of Leo Clarkin, machine tender.
8. Axel Ostrom operating the saturator at No. 1 Roofing Machine.
9. Bernard De Savage, Chromalin Color Tester, Flooring Plant.
10. Napoleon LaCasse, Thomas McHugh and William Foley loading and checking flooring material at the shipping platform of the Flooring Plant.



BIRD NEPONSET REVIEW

Vol. XXVIII August 1940 No. 4

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.
Shreveport, La.

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PRINTING FOREMAN, F. R. Meyer

NEW REGULATIONS

CO-OPERATING with the National Defense program, Bird & Son has just issued the following notices which are self-explanatory. The first notice is merely an extension of a plan which has been in effect for many years. We have increased the customary two week period to three weeks to take care of the additional National Guard training which is required this summer. The second notice is to take care of any future developments that may come about as a result of our National Defense program.

NAVAL AND MILITARY SERVICE

"Any employee who has been employed by Bird & Son, inc. since January 1 of the current year, and who is a member of any military or naval organization of the United States Government, or of any State Government, and who presents a proper order from a military or naval authority calling him to camp or other active duty, shall be granted a leave of absence.

"Not more than 21 days in any calendar year shall be with pay.

"He will be paid the difference between his regular normal wages and the amount he receives from the Federal or State Government for those 21 days.

"Such leave shall be in addition to any regular vacation to which the employee may be entitled.

"If the employee desires to take his vacation during his tour of duty, he may schedule it at that time and receive his regular vacation pay and the amount he receives from the Federal or State Government. Also for

any service beyond the vacation period, he will receive up to a maximum of 21 days pay and the difference between his regular normal wages and the amount he receives from the Federal or State Government.

"An employee who does not have the required length of employment will be granted a leave of absence, but without pay.

"This supersedes all previous instructions.

Bird & Son, inc."

LEAVE OF ABSENCE FOR WAR OR NATIONAL EMERGENCY

"Any employee who has been in the employ of Bird & Son, inc. for one year, and who enlists, enrolls, or is conscripted for military or naval service with the United States government in time of war or upon proclamation of a National Emergency, shall retain his continuous service standing in the Company providing he applies for re-instatement within two months after discharge from such duty, and is able to perform available work.

Bird & Son, inc."

WORKING TOGETHER

WITHOUT a doubt, the days just ahead of us are going to call for harder work and greater co-operation than ever before. The success of the whole program for national defense depends upon each one doing his bit and doing it to the very best of his ability.

Although we may not be connected directly with the defense program, we cannot help but be affected by it in many ways. Costs must be kept down. The quality of production must be maintained and all of us must be prepared to meet rapidly changing situations. It is a challenging task, but one which we can face with confidence, because of the way which we as an organization have carried on through difficult times in the past.

RECENT DEATHS

WE are sorry to report the death of two of our older workers at the Roofing Plant during the month of June. On June 15, John H. Wiik, truck driver at the Roofing

Shipping Department, passed away suddenly and on June 19 Boleslaw Septilka died suddenly from a heart attack while at work.

Mr. Wiik had been with Bird & Son continuously since July 1919 and except for a short interval in 1919 had also worked for us continuously since February 1906. All of his work had been done in the Shipping Department and in recent years he had been one of our most efficient electric truck drivers. He leaves his wife and three children, one of whom, Urho Wiik, works at our Roofing Plant.

Mr. Septilka had been connected with Bird & Son since April 1918 working all of that time at our Roofing Plant as a shingle finisher. He leaves his widow and seven children. One boy, Tony Septilka, works at the East Walpole Paper Mill.

We extend our deepest sympathies to both the bereaved families.

GRANVILLE W. BAKER

GRANVILLE W. BAKER, Stock Records Clerk in the Roofing Plant Office for the past twenty-three years, died suddenly at his home in Westwood early Saturday morning, July 13, 1940. His death was a shock to all who knew him as he had apparently been in good health and had been at work as usual the day before. He was stricken with a heart attack early Saturday morning and died within a few hours.

Mr. Baker had always worked at our Roofing Plant since first joining the company in August 1917. He had not been here many months before he showed real clerical ability and it was in this type of work that he was employed during almost his entire service with the company.

He was born in West Dedham 53 years ago and for many years had made his home in Westwood where he served as Town Auditor for a time and as Secretary-Treasurer of the Westwood Men's Club. He is survived by his father, his wife and three sons, Clifford W., G. Bernard and Paul W. and a grand-daughter Janet Gail Baker.

Funeral services were held on Monday afternoon, July 15 from the Westwood Baptist Church and were attended by a large number of his friends from Bird & Son. Burial was in the Westwood Cemetery.

We extend our sincere sympathies to his family.

CANADIAN VACATIONS

WE have had a number of inquiries as to what procedure would be necessary for people wishing to visit Canada this summer. There is no need for anyone to stay away from Canada because of the difficulty of crossing the border. You will find it just as easy as other years, the only thing necessary being some proof of your birth or citizenship. If you were born in this country, take along your birth certificate. If you are a naturalized citizen, take along your citizenship papers.

Canada is still a grand vacation spot and visitors will be welcomed and extended every courtesy this year, just as in years past. Mr. W. R. McNeil of the Montreal Office of Building Products Ltd. in a recent letter to the Personnel Department writes enthusiastically about the many summer attractions which Canada has to offer. He said, "I don't know of any better place in the summer time than countless places in Canada (unless perhaps it is Cape Cod). Personally I always take my vacation in the winter time and then stay here in the summer time and enjoy the climate as well as the attractions; and incidentally, the United States dollar is good for \$1.10 in Canadian money for any who may come over here".

Mr. McNeil also writes that any of the people at the Montreal Office or the other branches of Building Products Ltd. will be glad to wel-



Only a big hole in the ground now, but soon to be the location of new roll storage shed at No. 5 Paper Machine

come Bird & Son visitors who call on them and will assist them in every way to have an enjoyable vacation while in Canada.



HOT WEATHER DIET

WE hear a lot at this time of year about being careful not to get an overdose of sunshine and about observing all the rules of safety when swimming, hiking or driving on vacations and we are told what to do in case of an accident or a bad sunburn, but perhaps we hear too little about another malady—over exposure to food.

Summer can do all sorts of queer things to our normal diet. Fresh vegetables and fruit taste good and we eat too much, or a very hot spell of weather comes along and we fail to adjust our diet to it, with the result that the stomach rebels and we spend an uncomfortable few days until the doctor can straighten us out again.

Of course the first and most obvious

rule is, Don't over eat. If the food is uncooked, be sure that it is fresh and clean. If it is cooked, be sure that it is well cooked, and then eat in moderation. Generally speaking, eat less food on smoking hot days than when the weather is cool. If however, your stomach does become upset, use the same technique that you would apply to a broken arm or a lame muscle—give it a rest. Going without a meal or two will never do any harm, and probably will do much good. Then when you start to eat again, eat easily digestible simple foods. For the first meal your doctor would probably recommend salty broth or a thin gruel without milk or perhaps clear tea and salty crackers. Take it easy at first and within a few days you will soon feel like facing a two inch steak or a lobster dinner again.

Men who work in departments where there are unusual heat conditions are reminded that we are still furnishing the salt tablets. Six to twelve of these tablets taken each day with a moderate amount of cool, not cold, water will prove a real help during excessively hot weather. If you have tried them, you know this already, but if you have not tried them, give them a trial the next hot day and see the results for yourself.

A. W. Smith, Neponset Credit Union, Treasurer, in action at the Sharon Country Club.



PERSONAL NOTES

MAIN OFFICE AND SALES

ELEANOR BADGER
SABINA COSTELLO
EDMUND GEIGLE

VERA RANSOW
JOHN MURPHY
DOROTHY McEENEY

Congratulations to Allan Shaw on the birth of his first son and heir.

Dave Fitts and Bill Sparkes, flooring salesmen, each paid us a visit last month. It was like old times having them in the office again.

Word has just reached us that the stork paid a visit to the home of A. P. Florence on May 12, Mother's Day. It's a girl. Mr. Florence is one of our roofing representatives.

Hear ye, hear ye—Howard Hanna, won for himself everlasting recognition in the golfers' Hall of Fame by recently making a hole in one at the Sharon Country Club! We think it was either Wheaties or Kix that was responsible!

R. W. Graffam, Flooring sales representative in Western Pennsylvania, was elected President of the Kiwanis Club of Pittsburgh this year. He journeyed to Minneapolis in June to attend the International Convention of Kiwanis which was held there.

Congratulations to Mr. and Mrs. Charles Sewall on the birth of a daughter, Beatrice, on June 13.

Special note: A. H. Miller, Flooring salesman writes in as follows: "In regard to the item in the June issue of the *Review* concerning my son, Tony, I know that he would appreciate seeing his name in the public print so early in his career. For that both his father and he are duly grateful. We are not amused however, by the reference to his future enrollment at Yale. I don't know how a reliable publication like the *Review* could have printed an item of such dubious, and unsubstantiated nature. I can't imagine where the editors could have obtained their information. Certainly not from me. And, of course, Tony himself isn't old enough to be quoted. I'm not positive, but I think I detect the fine Italian hand of a certain District Manager. At any rate, so that Harvard will not worry about losing a future athlete and so that Yale will not have to worry about being accused of proselytizing for one, I wish to state that along about 1958, if Tony can pass the entrance examinations, and if his old man can afford it, Tony will start cutting classes at Harvard."

Bruce Farris, one of our Southern flooring representatives, is temporarily "on the shelf" because of illness. We hope by the time he reads this that he will be one hundred percent again.

We welcome Ingrid Eklof and Ruth Allard to the Stenographic Department.

Mike "Yehudi" Triventi is still searching for the answer to "Who Yehudi?"

Alice Kniberg spent her vacation motoring up to Montreal, and surroundings, including various spots in New England on the way.

The Christian Endeavor Conference at East Northfield, Mass., was again the camping ground of Eleanor Badger for the holiday week, and a very enjoyable time was had by all, including Eleanor.

Win Rhind had a fine time, even though the weather was a mite chilly, down at her camp at Portsmouth, R. I. She said she could only go swimming four times in a week and a half. It must have been pretty chilly at that.



Elsie Gottberg and Solveig Storm of our Accounting Department enjoy a day at Duxbury Beach with a young friend. It looks a mite chilly, if you ask us!

Recent vacationists include: Betty Lamore at Marblehead, Mary Foley at Old Silver Beach, Falmouth, Lillian Beaulieu, taking in the sights of Washington, and Chick Campbell somewhere in the woods of Maine. (No details on him, yet.)

Welcome to our new girls—Harriet Phelan in the Stock Records department, and Rosemary Frink (Pinky)—the bright spot in Flooring Sales.

Mary Towne certainly misses Ray Bock, our former midshipman-messenger. Just take a look at her running the Ditto.

Welcome to James Moylan and Richard Mellin, our new messengers. They make quite a pair.

Tim Sullivan, our Flooring salesman in Georgia and Alabama, was suddenly called home to East Haven, Conn., because of the death of his younger brother, John. We extend our sympathy.

The East Walpole mail man is kept pretty busy delivering special delivery letters to Bill Tyson. What's the rush, Bill?

Alice Field, Sales Promotion Department, spent a week of her vacation at the New York World's Fair.

From all indications, Marjorie Squires just has an aversion to the popular song, "Margie".

We welcome Elsie Thompson to the messenger service.

We guess Dot Eckert is just a party girl. We get a report on one about twice a week.

Advertising, Stock control, Roofing and Flooring Sales departments recently held a weenie roast at Houghton's Pond. After a hearty repast, the remainder of the evening was spent swimming, singing and dancing. Everyone had a grand time and we hereby extend our thanks to Anne Kelliher who made the arrangements.

Two more have left the Stenographic Department to enter married life, Helen Linde and Lillian Bartsch. We wish them the best of luck.

Vacations are in full swing now—Ruth Anderson toured Maine, Ruth Brunell went to New York City, and Louisa Graham went bathing on the South Shore.

Mary Geary recently bought a snappy new Plymouth and soon hopes to get her driver's license. From then on, just watch her dust.

Extra-special congratulations are due Mr. Elmer H. Bartlett, senior member of the Board of Directors, who celebrated his 55th anniversary with the company on July 25, 1940.

At a special meeting of the Board, held that morning, he received personal congratulations and best wishes from the members present.

Congratulations to Bob McCahon, Roofing salesman in Vermont, who flew to New York on July 31 and was married that day to Miss Carol Stone, daughter of Fred Stone the famous actor. Bob tells us he is so busy these days that he isn't even taking time off for a honeymoon trip.

Regina Rooney gave the Fair the once-over during the weekend of the 4th. She reports that the weather was very hot and that she enjoyed several of the shows, too!

Since he came to work with us some months ago Don Bergquist has not missed a weekend at home in Manchester, N. H. When questioned on this point he declared that the terrific pace of living here in Massachusetts takes its toll on him and it is only after a weekend of peace and quiet back in the hills of old New Hampshire that he can bring himself to face the bustle and din of life away from the farm.

On June 3 a group of Betheo Chandler's friends surprised her with a kitchen shower at the home of Mrs. Gladys Noddin.

Dorothy Hartig spent a pleasant week vacationing at Virginia Beach.

Dorothy Allen and Kay Hennessey spent their first week of vacation in restful solitude at Five Islands, Maine. No men and no make-up was the order of the week. No mention was made by the girls on their return as to whether or not the resolution was abided by. Was it girls?

Believe it nor not folks, this is R. I. Holcomb, Western Flooring salesman as he looked "some" years ago when he started on his selling career.



Gladys Boulter is planning to spend a week at Harwichport. Incidentally, Gladys is looking for someone to act as chief cook and bottle-washer. You may apply at files if you are interested.

Betheo Chandler and Bill Pratt were married by Dr. Booth, at Islington, on July 3rd. Miss Chandler's parents were her only attendants. The ceremony was followed by a breakfast at the Verne Inn.

Nellie Patinsky is spending her vacation visiting friends in New Jersey.

Peggy Ecklund is exhibiting a beautiful tan which she acquired at Harwichport.

Matty MacLauchlan and Mary Bannon are vacationing at Falmouth.

FLASH: Harry Lees is planning an expedition to Little America on the first hot day that we have. Anyone interested in going should see Harry for particulars.

We extend a warm welcome to Miss Coburn who has just joined the Bird family in the capacity of nurse.

Harold Bonnyman and Jim Conrad report that in all their travels through Canada they did not find any girls to equal the ones they had left behind them.

Miss Phyllis J. Rivera, daughter of Mrs. Irene Rivera of our Accounting Department, graduated from Concord College of Business at Concord, N. H., on June 20, 1940, receiving the gold award for highest honors in the Stenographic Secretarial Course. She graduated from Brockton High School a year ago.

PAPER MILLS

HERMAN NORDSTROM
FRANK MURPHY
EDWARD GERAGHTY
EDWARD COSTELLO
CAROLYN DELANEY
CARL CARLSON

MARY DRISCOLL
PETER GLEBUS
JOSEPH JARLIS
ERNEST STATHER
GEORGE LAMORE

Mr. and Mrs. Walter Bisdneck visited Chicago, and Cleveland en route to Milwaukee, Wisconsin. Walter reported a very nice trip.

Henry Botsch has bought a new house, but so far he has no wife. Some system!

John Seastrand and family spent two weeks' vacation at Swifts' Beach, at Frank Massey's cottage.

John Lestan is now on his vacation, seeing New England.

Nick Hrenchuk had a week's vacation getting his hay in.

The next time John McMahon has his choice of lunch bags, we believe he will look well to the contents. He guessed wrong the other day and at noon sat down to a fine lunch of plain and fancy garbage!

Helen Wytoness spent her vacation in the Pine Tree state and reports a very good time.

Recent vacations at the paper machines include Fred Jonah, John Maguire, Sr., Joseph Rosevich, and Michael McDonough.

James Smith is out sick. We miss him very much and hope he will be back soon.

We are sorry to report that Frank Murphy is still on the sick list. Come back soon, Frank.

Vacationists at the Finishing Mill include: Ludwig Polevitch, Peter Flaherty, Albert Solbo, Elizabeth Connolly, Cornelius Driscoll and Tony Smolski.

James Hammond spent his vacation at home. Charles Geigol is spending his vacation in Medway.

John Spillane spent a week on Cape Cod.

John Curran is sporting around in a new DeSoto, and Ernest Oakes has a new-to-him Chevrolet.

John Foley spent his spare time going to the New York World's Fair.

We wonder if John Burke's swing in golf is as effective as his special "twist ball" delivery in bowling. If so, John should be some golfer!

Steve Joyce spent part of his vacation in Pittsburgh, Penn., and he says he would have stayed longer if he had the money.

"Tankie" Costello was so interested in the operation of our new Fly Ash removal system that he peeked into its "innards" and leaned on a lever—net results: a rapid flow of fly ash and one "black-face" Costello. His face may have been red, but one would never know it.

Frank Massey is establishing some sort of an endurance record—commuting daily to his cottage at Swift's Beach.

Carolyn Delaney is on vacation now, and Sophie Novick Nevins is substituting in the office. Welcome back, Sophie.

Helen Meyer spent her vacation at her summer home in Falmouth, bringing back a good coat of tan.

Thomas Flood enjoyed a weekend at Swifts' Beach.

Louis Desjardin's long association with construction companies and their trucking systems must have influenced him when it came to selecting his latest means of transportation. Nevertheless, as Louis states, it sure will come in handy made over into a summer house, when the engine wears out!

Peter Rukstalis, who owns a cottage at Lake Archer, has recently built himself a motor boat and Peter has promised that some time before the summer is over the whole Cartridge Cutting department is to be invited up for an outing. Sounds like a good time, Peter.

PHILLIPSDALE

REXFORD H. SALISBURY
DAVID S. LOWRY

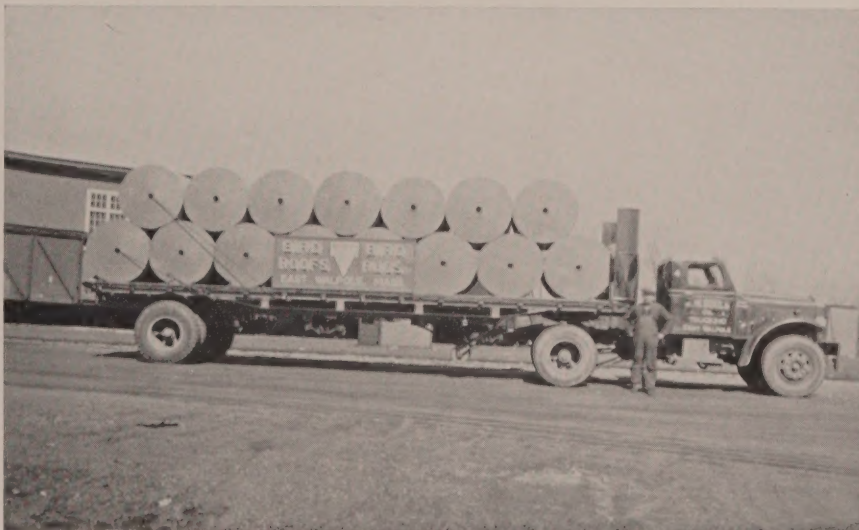
JOHN H. NOLAN
LESLIE E. HOWARD

Detective Condry turned in some good work last week and we are seriously considering recommending him to the State Police.

Harry Hurd has taken to raising turtles, starting with a big snapper which he found in the salt water pump house.

The name of Harold Hyde should be included with those men who are building new homes.

One of the large trailer-trucks starting out from Phillipsdale with a load of felt for our Roofing Plant.



Dorothy Bennett age 14, daughter of Byard Bennett of our No. 2 Box Shop.

Our Soft Ball team is doing good work in the East Providence Industrial League (except when there are too many vacations) and since there are no collections or admission charges for the game we suggest that they be given a little more support so that they will not look quite so much like orphans when they are playing. They play every Monday night and the location is posted on the bulletin board.

Congratulations are in order for Al Casale who, we understand, was married to Evelyn Crabtree of Warwick Downs on June 22.

Congratulations are also in order to Mr. and Mrs. Bill Queenan on the arrival of a son recently.

Walter Gill has come around with a new fish story. He tells us that on being told by his wife to go out and catch some eels he accidentally caught a bass in the stomach of which he found some small eels, in the stomach of which he found some shrimp, etc. Since this was told by Walter Gill personally we know it is true.



Michael Wallace of the Flooring Plant about to demonstrate how he can handle a bat.

BOX FACTORIES NO. 1 BOX SHOP

JOHN P. WALSH
EARL BOYDEN

JOHN PHELAN
HELEN SIRONKA

RICHARD SPRAGUE

Ralph Watson returned from his annual vacation at Sebec Lake, Maine. He not only brought back a nice tan, and many stories of various happenings, but he brought some of his 3 lb. trout back with him, all iced down. Now they must believe you, Ralph.

We welcome Donald Martin back after his recent operation.

We were all surprised to hear that Roy Cobb had to undergo an operation for appendicitis recently.

Josephine Babel enjoyed a week's vacation in Canada.

Lou Hartford came back with a swell tan, acquired in Maine.

Evidence shows that Henry Ceglarski has a little side line. If you need your oil changed or your car serviced in any other way, just give Henry a ring.

Howard White is still hoarse from the Armstrong and Jenkins bout.

Ed Morrissey took in the World's Fair and Niagara Falls.

Jack O'Donnell spent his time at Old Orchard and the Cape, and Leon Curran "took a rest" in Maine.

Best wishes are extended to Dominica Lipinsky who was married to Bob Fisher on July 21.

Antoinette Puopolo spent part of her vacation keeping the home fires burning.

Lena Koestner still insists that the wind was the cause of her being locked in the rest room during the lunch hour. Lee Ward and Harry Tower finally came to her rescue.

Mike Sameski is spending most of his time at New Pond. Swell scenery, and what clamming!—so he says.

Hannah O'Day and Catherine Bellew spent the July 4th weekend at White Horse beach.

Antoinette Palumbo goes in for motorcycle riding in a great big way.

NO. 2 BOX SHOP

JOSEPHINE ROSE
ALICE BRADY
HELEN CEGLARSKI

ALMA WALSH
THOMAS WOOD
VAUGHN ALLEN

Leslie Hall is a very proud grandpa. Leslie, by the way, spent his vacation in Maine, and reports a good time, but cold weather.

Frank Hartig is taking his vacation at Hampton Beach this year—but this is no news as that is where Frank goes every year. We wonder why?

We wonder what John Taylor was thinking of when a ground ball came his way at the last soft ball game.

Howard Young returned to work with a nice tan acquired in the wide open spaces of Maine.

We welcome Alma Walsh back after her operation, just full of new stories.

Fannie Murphy, Christine Sherer, and Delia O'Donnell have all returned to work much rested. They all took enjoyable day trips during their vacations.

It is apparent that Oliver Goodspeed is tuning up for the National Championship. Every noon he takes on all comers at checkers.

The new vacation land is Wollaston Beach. See Joe Smelstor for particulars.

Ernest Stather reports a wonderful trip to the World's Fair.

Mike Moses must be in love. He isn't shouting so much.

Morton Smith has joined the Animal Rescue League. He rescued a wild baby rabbit and is nursing it back to health.

Katherine Brady is reported recovering nicely from her illness.

We are all glad to have Imogene Frank back with us again.

Arsene Marchand's little boy is home from the hospital after his accident.

Have you seen the new car which Ethel Havey is sporting?

Recent vacationists include: Byard Bennett in Maine, Laurence Hubbard and family, touring New York State, Myles Towle and family just returned from a trip to Maine.

Alice Brady and Rose Ruggiero spent the 4th of July week end at White Horse Beach.

George Docar and family journeyed to Long Island, N. Y.

Russell Tupper is now on his vacation, acquiring a good tan at some beach between Maine and Provincetown—we are not sure just where.

George Grover, Flooring Shipping Department runs into a bit of tough luck and finds a flat tire when he comes out of work. Taken by William Gleichauf.



Tony Campisano and Howard Bearce of the Roofing Granule Plant.

ROOFING MILL AND OFFICE

ARTHUR McKENNA
JOHN WHITE
LEROY WALTON
MAXMILLAN RABINOVITCH

HAROLD MATTSON
WILLIAM PERCY
BRUCE FARRAR
KENNETH STUBER

There have been no less than 4 marriages involving men in the Shipping Department since the last Review was issued. Tony Utorka, Tony Lucas, Eddie Mingels and Angelo Melino have all gone into double harness. Congratulations to all.

Frank Forrest is now sporting a huge smile. The reason is the arrival of a 7½ lb. baby girl at the Norwood Hospital on July 18th.

Thomas McDavitt went and did it. He was married recently at East Walpole. Congratulations!

Daniel Costello is the proud father of a nice baby boy born at the Norwood Hospital, June 23.

Francis Nichols has returned to work after spending his vacation at Cape Cod.

Stanley Jurgelevitch is taking in the World's Fair as part of his vacation.

Tony Lucas is now driving a Plymouth Cabriolet Coupe, while Johnny Hopkins has forsaken the family car for one of his own, a Ford coupe, complete with portable radio.

Arthur McKenna is driving a new-to-him Chevrolet coach.

Word has gotten around that Johnny Doyle is now engaged with the date set for the fall.

Ray Monahan enjoyed three days of his vacation at City Point, South Boston.

Howard Bearce and family enjoyed a camping trip at Brewster on the Cape, over the weekend of the 4th.

Frank McMahon has returned to work after spending one week at his cottage at Swifts' Beach.

That grim looking soldier who led the V. F. W. in the Norwood Fourth of July Parade was no less than Commander Eddie Sears.

We welcome the following new men to the Shipping Department, John Donnell, Penetri Skinnari, Tom O'Toole and Oliver Dutton.

Eddie Mingels spent his vacation and honeymoon in Maine, while Tony Lucas spent his on the Skyline Trail in Virginia and finished up with a week at Fieldston, Mass.

Congratulations to Joseph Bartell who has just announced the arrival of a son. Both mother and baby are doing nicely.

Lester Tarbell spent his vacation fishing in Maine. Although he didn't catch any fish, he says he still enjoyed himself.

Ernest Zinkowski spent his vacation touring Maine.



Len, Bob and John, the children of Frank Kruizenga of Shreveport.

When you want to get some inside dope on the latest styles for men, get in touch with Ned Bellow.

A new storage tank for the Granule Plant is nearly completed. This will stand about 70 feet high.

Watch out girls, our Captain Stanley Jurgelevich is taking up archery. He looks like Dan Cupid with his bow and arrow.

Eddie Carberry has purchased a new to him 1936 Chevy. What a break for the southern girls, Eddie.

Herbert Snell is back to work again, after being confined at home with a week's illness. James Hamilton and family visited the World's Fair while on vacation.

Phil Anderson has now left the Shipping Office to return to the Mill Office.

Tony Utorka spent his vacation at the New York World's Fair.

Helge Ostrom and Patrick O'Donnell are taking up deep sea fishing as a hobby. Don't get seasick, boys.

Jack Bailey is sporting a brand new 1940 Ford DeLuxe Sedan.

Ralph Kemp and family are spending one week in the hills of New Hampshire and Maine.

FLOORING MILL AND OFFICE

ANGELO MACCHI	LEON ZINKOWSKY
THOMAS PAQUETTE	ALBIN VIETZE
LAURENCE GAMMELL	THOMAS BURNS
JAMES BUNKER	EDWARD TRAVERS
FRANK SHIMSKY	

Charlie Miller is enjoying himself at this writing sailing down Martha's Vineyard way.

Al Hayward is like a big kid with his new tractor. Let it alone Al and you won't have any trouble with it.

That robin's nest on the shipping platform gave the boys around here something very interesting to watch for the three weeks she was raising her family.

There seems to be a marked interest in sea life. Thomas McColgan, Gordon Girling, Gus Brown, Ken Ross and Charles Davenport

are all boat owners and have declared war on the fish.

Politics have taken a serious aspect in the Finishing Department. There is a noted addition to the ranks of the Norwood Republican Club from that department, John J. Murphy, Chairman, also Frank Hulslander, George Sanborn, Henry Houghton and Mario Scampini.

The heart of John D. Smith is nearly breaking. Some one banged his car, and now it looks as if it had been through a meat chopper.

By the time this is printed we may have one of those systems installed down here whereby you can talk to the different sheds and platforms over the loud speaker. Another step to hold our 100% efficiency.

Joe O'Brien copped the \$50 for "staying" with the carnival wrestler recently. Several of the boys are trying to get the manager's job.

Elton Moore is on the list of those that have had their cars banged up. A few new fenders will fix up his car.

There seems to be a migration this season back to Canada from the Floor covering, especially from the Finishing department. Roland Forbes and Gordon Russell have just returned from a vacation there; Nelson Phillips and Howard Johnson have just left.

Carroll Gammell and family have just returned from a vacation at the World's Fair.

John Buckus keeps his friends supplied with fresh fish this season. No need to go hungry with him around.

Laurence Gammell has just purchased a 1940 Willys.

We all wonder what Francis Sheehan intends to do with the two pounds of Green Slate that he has ordered.

Robert Dean who recently participated in a bad automobile accident just brought in his new Chevrolet with a trip to Florida. With a winter like the last one spent shoveling drifts, we wonder why Bob picks the summer for the trip to a warm climate.

Wanda Blaire Houston age 5 months, daughter of Mr. and Mrs. L. G. Houston of Shreveport. The proud father is our salesman in South Alabama and West Florida. We all agree that now he has an incentive to do an even greater job than in the past. A fine baby "Red".



Gladys Davis of the Chicago Credit Department, busy at work on a stack of monthly remittances.

CHICAGO MILL AND OFFICE

GLADYS DAVIS	EDWARD STADT
RAYMOND GUSICK	M. C. THOMPSON

Roger Sumner from now on is not going to get his hair cut as often as he did in the East. We don't know whether it is the cool Chicago night air or what. Ask him, and perhaps he'll tell you why.

What did we tell you about that Master Bilt record a few issues back. The boys "done broke it up". The new one is 256.1 squares per hour. Now we are started, so watch us go.

Congratulations to our salesman Chester E. Blome who won a recent current events contest conducted by the Lions Club of South Bend. He scored 74 out of a possible 105 points. The average score of the contestants was 67.25.

Major Julian is now a villager. He is living in Oak Lawn.

The Evergreen Park bucket and garden hose company No. 1 staged their annual show in front of Earl Campbell's house a few days ago at the early morning hour of one A. M. The blaze from the gasoline lit up the whole town and Earl thought it was an invasion from Mars.

Shorty George is still out sick but we hear he is getting along fine. Hope you are back soon, Shorty.

Bob Rush had a choice of three places to spend his vacation, The Black Hills in North Dakota, the Ozarks in Missouri, and Minnesota. Where did he go? Michigan City!

Lou Peterson almost caught a 42" (by actual measurement) fish in the Kankakee River. It towed his boat upstream for four miles, then broke the anchor rope that he caught it with, and got away. Tough luck, Pete. We all would have liked to see him.

Lou Adamek is the proud father of a baby girl.

Lou Negrilla has something to be proud of also—his was a bouncing baby boy.

Ralph Reithofer is back after his recent operation. Now you have something to talk about, Ralph.

SHREVEPORT MILL AND OFFICE

GRACE FULLER	CHARLES HOUGHTON
ROBERT JENKINS	GEORGE GRAY, JR.

To confirm that it is summer time, several of the Shreveport office employees are enjoying their vacations. They are Gladys Bryan, Lucille McMurtry and Grace Fuller. Campbell Peatross recently returned from a four day



Attractive home of Mr. & Mrs. S. E. Williamson in Memphis, Tennessee, covered with one of the late spring snows that are quite unusual in Memphis. Mr. Williamson who is one of our Southern Roofing Salesmen, has been living here since last fall.

vacation on the Gulf. He boasts that the fishing was swell. We have our doubts; anyway Ole Man Sol certainly did a splendid job on his face.

Cliff Pregge and Ray Sellens, Division Inspector, agree that 45 holes of golf is too much for one weekend. Ole Sol took his toll on the face of Cliff Pregge during the time. This time it was hard to tell whether it was the sunburn or if he was really blushing.

Jane Williams says Chicago offers many things to be enjoyed on a vacation.

L. G. Houston, Salesman, is enjoying a quiet vacation.

J. R. Chapman, Salesman, started his vacation Saturday, July 13.

G. S. McKean, Salesman, started his vacation Monday, July 8, and was married the same day. He said it is always best to kill two birds with one stone. Seriously, we hope you will have every happiness and all the good things of life—Best of luck.

We, of the Shreveport Office, watch with pleasure the erecting of a new flag pole and anxiously await the raising of Old Glory.

A. D. Leslie, along with one of his valued customers, visited our plant July 12. Leslie says he is not gaining weight, only filling out. Incidentally, he only weighs approximately 225 pounds. Wonder how much he will weigh when he ceases to fill out.

We were honored with visits from the following, during the month of June, which we enjoyed very much:

Mr. B. H. Roberts, East Walpole; Mr. A. H. Anderson, East Walpole; Mr. H. B. Pullar, Chicago; Mr. Roger Smith, Waterloo, Ark.; Mr. E. L. Chamberlain, East Walpole.

Mr. S. A. Sayre of the Eastern Territory visited our Roofing and Siding Engineers' School.

We welcome Dick Potter back to the Shreveport plant—Chicago's loss is our gain.

We welcome the new inspector George Montet to our midst.

Charles Duerson is now a chicken farmer and spent the hottest day of summer to build the coop.

We wonder why a certain one left Sewell "Grandpa" Winkler all alone at a recent dance.

We sure would like to have some bomb shelters down around Shreveport, Carl Beairo and Charles Beaird are now taking flying lessons at a nearby field. Since this has started everyone has doubled up on their insurance for damage done by falling planes.

Willie Winkler is going around singing "You are my Sunshine" these warm days.

All the boys on the machine enjoyed nice vacations during the last week of June.

Frank Kruienza tells us that he travelled twice the distance to Chicago looking for Scheen and the Terraplane.

Ray Wolf says he will sure be glad when August comes around.

Hoyt Johnson is now a member of the "Texas Wranglers" swing band.

Arwood Brock, sales representative, brought five dealers in to be shown through our plant recently.

F. E. Dyess of Mississippi and L. G. Houston of South Alabama were also in with several of their respective dealers.

An Old Louisiana custom is still observed by Gladys Bryan and Lucile McMurty during the hot summer months. They must remove their shoes before they can work comfortably. This proves they are true Southerners.

VETERANS' LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during August and September, and of those who complete twenty or more years' service during these months:

AUGUST

		Years
Richard McCabe	8-14-1895	Retired 55
James E. Smith	8-17-1885	Paper Mill 55
Frank Murphy	8-19-1895	Paper Mill 45
Hattie Willis	8-17-1896	Retired 44
John Sullivan	8- 3-1899	Maintenance 41
John Sheehan	8- 2-1902	Roofing Plant 38
Mary McKinnon	8- 9-1905	Box Shop 35
L. P. Balduf	8- 1-1906	Paper Mill 34
M. J. Hawkins	8- 6-1906	Assistant Purchasing and Traffic Mgr. 34

John Blazonis	8-15-1907	Paper Mill 33
Michael Coyne	8- 1-1908	Paper Mill 32
Gregalis Stonis	8- 7-1908	Paper Mill 32
John Wilkes	8- 8-1908	Box Shop 32
J. D. Countway	8-20-1909	Power and Steam 31
O. J. Goodspeed	8- 2-1910	Box Shop 30
Samuel Hunter	8-29-1910	Box Shop 30
Fred B. Duncan	8-24-1911	Maintenance 29
Ethel Havey	8-13-1912	Box Shop 28
Michael Costello	8- 4-1913	Roofing Plant 27
Leroy Fullerton	8-30-1913	Box Shop 27
Anthony Protasius	8- 1-1916	Flooring Plant 24
Michael Folan	8- 4-1916	Roofing Plant 24
Fred K. Kinsman	8-17-1916	Box Shop 24
Edmund Murphy	8-28-1916	Roofing Sales 23
G. D. Smith	8-17-1917	Paper Mill 23
Helge Peterson	8-22-1917	Office 23
James E. Quinn	8- 5-1918	Roofing Plant 22
Antonio Antonelli	8-12-1918	Flooring Plant 22
Esidoro Polumbo	8-12-1918	Roofing Plant 22
Arthur Sprague	8-16-1918	Box Shop 22
Eugene L. Connolly	8-19-1918	Chief Chemist 22
Everett Brennan	8- 5-1919	Maintenance 21
Francis O'Neil	8- 6-1919	Box Shop 21
Bartley Curran	8-20-1919	Flooring Plant 21
Richard Stoddard	8-25-1919	Roofing Plant 21
K. Henry Olson	8- 2-1920	Maintenance 20
George Wood	8- 4-1920	Flooring Plant 20
John Lobisser	8- 9-1920	Maintenance 20
Joseph Jurgelewich	8-23-1920	Paper Mill 20
Charles Miksis	8-23-1920	Flooring Plant 20
Edward Scanlon	8-30-1920	Box Shop 20
Andrew Thompson	8-31-1920	Maintenance 20
Robert Garner	8- 1-1925	Flooring Sales 15
G. J. Keller	8- 1-1925	Roofing Sales 15
Howard Johnson	8-17-1925	Flooring Plant 15
J. B. Blandford	8-11-1930	Roofing Sales 10
David Miller	8-13-1930	Flooring Sales 10
R. B. Roberts	8-25-1930	Roofing Sales 10
Peter Craven	8- 5-1935	Flooring Plant 5
Wm. Janusaitis	8- 5-1935	Flooring Plant 5
Dermot O'Dea	8- 5-1935	Flooring Plant 5
John Farrell	8- 5-1935	Flooring Plant 5
Joseph Keras	8- 6-1935	Flooring Plant 5
Allen Anderson	8- 7-1935	Paper Mill 5
Oliver Fisher	8- 7-1935	Box Shop 5
Leroy Savage	8- 8-1935	Flooring Plant 5
Arthur Lavinder	8-13-1935	Flooring Plant 5
Angus Smith	8-13-1935	Roofing Plant 5
Antoinette Puopolo	8-21-1935	Box Shop 5
Chas. Walton	8-22-1935	Roofing Plant 5
Francis Campisano	8-22-1935	Roofing Plant 5

PHILLIPSDALE

Charles Cyranock	8- 4-1910	Plant 30
James Blessing	8-24-1917	Plant 23
Gatano Nanni	8-23-1918	Plant 22
James Muzmich	8- 9-1920	Plant 20
Manuel Perry	8- 8-1930	Plant 10

CHICAGO

Lawrence Doherty	8- 7-1919	Plant 21
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BERRY ASPHALT CO.

John Moss	8- 1-1935	5
Milburn Hart	8-28-1935	5

SEPTEMBER

A. C. Urquhart	9-10-1896	Retired 44
P. R. Allen	9-15-1898	Advisory and Consulting 42
Florence Holmes	9-25-1898	Retired 42
John Eppich	9- 5-1903	Roofing Plant 37
Patrick Coughlin	9-10-1904	Paper Mill 36
Antonio Paddock	9- 4-1905	Paper Mill 35
S. C. Traudt	9-15-1905	Roofing Sales 35
Michael Burke	9-22-1905	Paper Mill 35
Louise McFarland	9- 7-1908	Office 32
John Clancy	9- 7-1909	Box Shop 31
Louis Dalksever	9-20-1909	Roofing Plant 31
Michael Costello	9-26-1909	Paper Mill 31
R. C. Floyd	9-20-1911	Vice-president 29
Herbert Jepson	9- 3-1912	Roofing Plant 28
Dominic Treventi	9- 5-1912	Roofing Plant 28
John Wosner	9-13-1912	Flooring Plant 28
James Sword	9- 9-1915	Roofing Plant 25
Roy Packard	9-13-1915	Roofing Plant 25
Wm. Koehler	9-13-1915	Box Shop 25
Wm. F. Sline	9-28-1915	Roofing Sales 25
John J. Burke	9-29-1915	Paper Mill Supt. 25
Gustaf Mauritz	9-13-1916	Roofing Plant 24
Samuel H. Kay	9-20-1917	Drafting Room 23
John D. Hurley	9-24-1917	Roofing Plant 23
Victor Burrell	9-24-1917	Paper Mill 23
Mary Driscoll	9- 3-1918	Paper Mill 22
Mary Hickey	9- 3-1918	Office 22
Joseph Caspignano	9- 4-1918	Paper Mill 22
Ellen Ahlman	9-20-1918	Box Shop 22
J. F. Costello	9-23-1918	Maintenance 22
John Treckiokas	9-30-1918	Roofing Plant 22
A. V. Wilson	9-30-1918	Office 22
Felix Glebus	9-30-1918	Flooring Plant 22
Maryann Wronski	9- 3-1919	Paper Mill 21
James Connors	9- 8-1919	Maintenance 21
Charles Miller	9- 7-1920	Flooring Plant 20

SUGGESTION AWARDS

JUNE

THE following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Cover Bolts on Hoist—James Hopkins, FC
Type for Job Presses in FXR—Henry M. Smith, FXR
Slitting Roll Siding at Overlay—Thomas A. Smith, FBPM-1
Roll Bric Siding Folders and Easels—Anthony Soltan, FC

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Using Empty 1 Gallon Cans of Quick Setting Cement—Oscar L. Bowman, FC
Bolt or Pins to Hold Skid—Salvatore Del Signore, DMH
Opening in Guard on "C" Engine Crank—E. W. Gillmore, EMM
Change at #9 Winder—John G. Graney, FBM
Change Bearing at #9 Winder—John G. Graney, FBM
Light Switch Upstairs—G. W. Gray, Jr., FSPM
Knife on #1 Winder—Geo. O. Gross, FBP
Relocation of Bulletin Board—James Hopkins, FC
Stencil Rolls at Factory—James Hopkins, FC
Safer Method of Operating Felt Hoisting Machine—Fred Johnson, FS
Reduce Size and Change Position of Pipe on Conveyor—Hoyt Johnson, FS
Pipe for Extra Slate—Hoyt Johnson, FS
Elimination of Tape, Tags and Wire as Markers—Charles Harry Johnston, FC
Easel Type Folders—Arthur Julian, FC
Idle-Rollers for Slate Conveyors—B. F. Motes, FS
A Throw Out Switch for the Back End—Louis Negrilla, FC
Pipe Guard Rail at DM30 Windows—South End—Ernest W. Oakes, DMT
Nail Chart in the Nail Room by Elevator—Wm. O'Connell, FC
Warning Bell at Slate Elevator—Wm. O'Connell, FC
Guard at Edge of Front Platform Outside Mill Entrance—Wm. O'Connell, FC
Improvement on Stick Rack on #1 Machine—Clemens Reithofer, FC
Freight Charges to Manufacturing Expense and Work Orders—Robert A. Rodd, Jr., ACM
Pan Under Doctor Blade on Big Winder—John Scheen, FS
Sleeve for Return Pipe—Herbert H. Schreiber, FC
Stop Board for Rug Tables—John D. Smith, FFR
Improve Lighting in Display Room—M. C. Thompson, FC
Holders for Boards on Planes—Edward L. Welch, EMM
Adjustable Holder for Guides on Dry Felt Looper—William Winkler, FS
Regulation of Loop at #9 Saturator—Ernest Wood, FBE
Angle Irons for Motor—Thomas Wood, FXV2
Finishing Instructions on Orders—Howard Young, FXB

Six men were given an additional award of \$10.00 for having had five suggestions accepted: John G. Graney, FBM, G. W. Gray, Jr., FS, Ernest W. Oakes, DMT, Clemens Reithofer, FC, Thomas Wood, FXV2, Howard Young, FXB.

JULY

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Different Method of Running Art Bric Corner Trim—Alex Alexandrini, FBPM1
Change Crescents for FXCM2—E. W. Gillmore, EMM
Method of Guiding Sheet at Cutter—Thomas A. Smith, FBPM1
Plane Knife Blocks on Anchor Strip Die—Edmund Wenstrom, FBPM1

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Shims for Clutch at DFGM-1—S. R. Anderson, EMM
Rack in Cloak Room—Alice Corr, FC
Strap Iron for Chute Leading to Oiling Elevator Shaker—Joe Cozzi, FC
Stronger Brace for Chain Falls Rail—Eric Eklund, FXR
Grating in Chute to 8' Separator—James Hamilton, FBW
Rolls for Art Blende Machine—George Heugel, FC
Pressure Gauge on Low Pressure Water Line in DPE—Harold H. Hyde, DPE
Emergency Door at FB-21—John J. McDonald, FBV
To Open Space on DMK #5 Machine—Anisim Nikituk, DMK
Change Grading of Driveway at Warehouse Platform—Wm. O'Connell, FC
Scrap Report Sheet at Scale—William O'Connell, FC
Safety-Railing in Rack of FBPM9—Wallace Richardson, FBPG
Key Way for Shaft that Holds Cutting Blocks—Bernard Van Brussell, FC
Guide for the Slate When Running Cap Sheet—Bernard Van Brussell, FC
Scraper for Bottom Pull Roll—Bernard Van Brussell, FC
Cover for Overlay Slate Chute—John Ventresco, FBP
Angle Iron at Overlay Post—John Ventresco, FBP
Special Sockets for Sludge Valves—Edward Wisniewski, EMP

Three men were awarded \$10.00 each for having had five suggestions accepted: S. R. Anderson, EMM, William O'Connell, FC, and Bernard Van Brussell, FC.



A recent snapshot of the stills at the Berry Asphalt Plant in Waterloo.

Felix Carlson	9-10-1920	Roofing Plant	20
James Capoldo	9-14-1920	Maintenance	20
Lyman Small	9-19-1920	Flooring Plant	20
Ernest H. Coleman	9-20-1920	Cost Accountant	20
Henry Grover	9- 3-1925	Roofing Plant	15
Warren Dyer	9- 4-1925	Flooring Plant	15
Winifred Schaier	9-14-1925	Box Shop	15
Sabina Costello	9- 8-1925	Office	15
Katherine Kane	9-21-1925	Office	15
Mary F. Bannon	9-21-1925	Office	15
John Keefe	9-24-1925	Box Shop	15
Richard Seavey	9-28-1925	Flooring Plant	15
Daniel Nugent	9- 9-1935	Office	5
Joseph Flaherty	9-16-1935	Roofing Plant	5
James Hazlett, Jr.	9-16-1935	Flooring Plant	5
George Jarvis	9-16-1935	Roofing Plant	5
Ernest Ostrom	9-16-1935	Roofing Plant	5
John Batulevich	9-19-1935	Flooring Plant	5
Stephen Cavanaugh	9-19-1935	Flooring Plant	5
William Counter	9-25-1935	Paper Mill	5
Frank Hulslander	9-30-1935	Flooring Plant	5

PHILLIPSDALE

Frank Reed	9-30-1912	Plant	28
Rose McKenna	9-16-1918	Office	22

CHICAGO

Louis F. Lance	9-27-1920	Plant	20
Edward J. Moore	9-14-1925	Plant	15

BERRY ASPHALT CO.

E. E. Hart	9-20-1935		5
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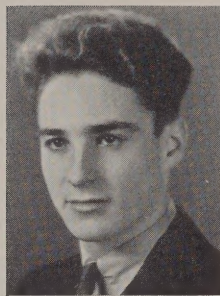
John Scheen and Harold Maricelli of Shreveport feeding the inner man at a Sunday Social.



JUNE GRADUATES



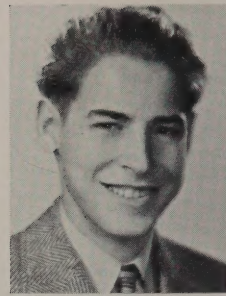
Frances A. Dornig 18 years, graduated from Walpole High School June 14, 1940, sister of Edward Dornig of the Flooring Plant.



Raymond T. Paquette 17 years, graduated from Walpole High School June 14, 1940, son of Thomas Paquette of No. 1 Box Shop.



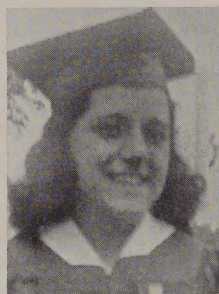
Mary E. Moylan 17 years, graduated from Walpole High School June 14, 1940. Her father John Moylan works in our Paper Mill and her brother James Moylan is an Office Messenger.



Benjamin F. Badger 18 years, graduated from Walpole High School June 14, 1940, brother of Eleanor Badger of the Credit Department.



Georgianna Perry, daughter of Manuel Perry and sister of Edward Perry, workers at Phillipsdale. Miss Perry graduated from the East Providence Central Junior High School on June 18.



Rose N. Buonpane 17 years, graduated June 4, 1940 from the Norwood High School, daughter of John Buonpane of the Roofing Plant.

BIRD & SON TEAM

BATTING AVERAGE

PLAYER	No.			
	GAMES	A. B.	H	Ave.
Lester Tarbell	5	13	9	.692
Coleman Coyne	6	21	14	.667
Edmund Geigle	11	35	19	.543
Roy Walton	10	33	17	.515
Joseph Eppich	9	29	14	.483
Frank Shimsky	8	27	13	.480
Thomas Coyne	9	29	13	.448
Bartley Coyne	11	39	16	.411
Thomas Miller	10	32	13	.405
Robert Wood	11	34	13	.381
Peter Didicks	8	22	8	.362
Joseph Heylin	6	13	4	.308
John Cook	9	17	3	.176

ACKNOWLEDGEMENTS

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

Mr. Ralph A. Wilkins and family.

Thank you for your flowers and your kind expressions of sympathy.

Miss Fannie Murphy.

Your kind expressions of sympathy are deeply appreciated and gratefully acknowledged.

Mr. and Mrs. Ira Treen.

Gratefully acknowledging and thanking you for your kind expressions of sympathy.

Mrs. John Wiik and family.

We wish to thank you for your kind expressions of sympathy shown to us during our recent bereavement.

Mr. and Mrs. James Donahue and family.

Your kindness and sympathy will always be held in grateful remembrance.

Mrs. Boleslau Septilka and family.

Your kind expressions of sympathy are deeply appreciated and gratefully acknowledged.

Mrs. William H. Coffin and family.

We acknowledge with grateful appreciation your kind expressions of sympathy.

George W. Towle, Jr. and family.

We wish to thank our friends at Bird & Son for the beautiful floral tributes and kind acts and expressions of sympathy in our recent bereavement.

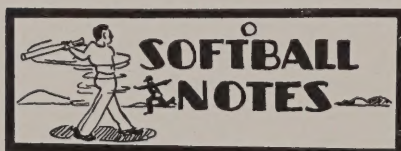
Mrs. Granville Baker and family.

which was sponsored by the Norwood Post American Legion Post No. 70. The game stirred up a lot of interest and a sizeable number of spectators were on hand to watch it. The Bird & Son team won the game and was presented with a trophy by the Norwood American Legion.

At present the team has won its first game in a round robin play off among the first six teams in the Norwood league. The winner of this play off will be entered in the metropolitan District Championship Tournament to be held in August.

The success of this team so far has been attributed to the fine team spirit and the splendid cooperation of the players with the softball management.

The men's interdepartmental league has been the victim of rain and the Softball management was compelled to shorten the schedule of the first half. The second half will start next week. Mr. Sam Piraino is now in charge of this league.



BY ERNEST PACIORKOWSKI

THE Softball Season is now in full swing with the Bird & Son men's team holding the spotlight over the interdepartmental leagues and the ladies' teams.

The Bird & Son men's team has won 16 games without a single defeat. The team is in first place in the Norwood Softball league having won all 13 played games. Unbeaten in the league, the team was chosen to play an All Star team made up of outstanding players on the other league teams at the Community Celebration in Norwood on July 4th



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Master-Bilt Thick Butt
Custom Built
NEPONSET Double Twins
Lock-Butt
Tri-tab Hex
Art Wall Siding
Weather-Tex Siding
BIRD Insulated Bric-Siding
Master-Bilt Weather-Tex Thick Butt
NEPONSET Twins Thick Butt
Loc-Set Hex-Twins
Individuals
Giant Individuals
Copper-clipt
Art-Bric Siding

BIRD Roll Roofing

Paroid
Art-Hex
Mineral Surfaced
Universal
American Ready
Prosplate Roofing, Blind Nailed
Old Reliable

BIRD Building Papers

NEPONSET Black
Refrigerator Insulating
Saturated and Coated
Reenforced Kraft Paper
Super Sheathing
Duplex Kraft
Economy

BIRD Wallboard

NEPONSET Wallboard
NEPONSET Tileboard
American Wallboard
American Wallboard, Green One Side
Poster Board

BIRD Specialties

BIRD Built-up Roof Materials
BIRD Deadening Felt
Plastic Cement
Tarred Felt
Roof Coating
Asphalt Felt

Flooring Division

BIRD ARMORLITE Rugs and Floor Coverings

BIRD NEPONSET Rug Border

BIRD Economy Rugs
BIRD Economy Floor Coverings
BIRD Economy Hall Runner

BIRD ARMORLITE Hall Runner

BIRD Lining Felt
Economy Lining Felt
BIRD Saturated Felt
Rubberlike Matting

BIRD CHROMALIN Rugs and Floor Covering

Patterned Plain Jaspé Chromasets

BIRD PERMATRED Floor Covering and Tiles
BIRD Chromatile

Box Division

CONTAINER SECTION

Solid Fibre Cases
Corrugated Cases
Sash and Door Wraps
Protector Sheets

BIRD-FIBRE

WOOD FRAME BOX SECTION

Wood Frame Boxes
Reel Lagging

NEW PRODUCTS SECTION

Spring Panel Suspension Boxes
Rug Cases
Wrap Boxes
Drums and Kegs

Carton Division

BIRD Shoe Cartons

Tack and Screw Boxes

NEPONSET Waterproof Paper Flower Pots

Plant Bands

Special Papers Division

Index Pressboard

Socket Lining Paper

Rocket Paper

Cartridge Paper and Wad

Fusee Paper

Chip and News Boards

Mill Wraps and Heads

Dry and Waterproof Papers for Special Purposes

Industrial Filter Paper

Toe Cap Felt

Innersole Board

Cloth Board

Wet Web Saturated Papers



{List of Bird Products on Inside Back Cover}



OCTOBER

VOL.28

NO. 5

1940

NEPONSET REVIEW



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

Officers

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President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

Advisory and Consulting

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Sales Manager Box Division, C. H. ANDREWS

Sales Manager Carton Division, A. M. CLAFFEE

Sales Manager Paper Division, A. M. CLAFFEE

Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Central Division, S. C. TRAUDT, JR.

Manager Eastern Division, W. E. HALE

Manager Northern Division, ROGERS WEED, JR.

Manager Southern Division, A. D. KILHAM

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Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

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Chief Research Chemist, H. T. BARKER

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Western Manufacturing Manager, J. G. YOUNG

Superintendent Chicago Plant, ERICH GACH

Assistant Superintendent, J. F. MATCHA

Chief Chemist, J. F. COMISKEY

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY
MEMPHIS, MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS

IF FIRE BREAKS OUT

We Are Adequately Prepared To Fight It With The Latest
And Best Equipment.

FIRE BRIGADES

First we have our Fire Brigades, well trained to go into action at a moment's notice. Each plant has its own Fire Brigade organization and complete equipment. At the left are four members of East Walpole Company No. 6 testing the hose at an imaginary fire in the lower mill yard. Left to right—William Lewicki, George Lamore, James Mulkern, Harvey Batten.

Below are members of the Roofing Fire Brigade relaying the hose in their hose cart which carries several hundred feet of hose quickly to any location where it may be needed. Left to right—Charles Norton, John Walsh, Herbert Jepson (Asst. Fire Chief), Paul Sansone and Edward Sears.



On the cover—Interior of the office of the Neponset Credit Union. This organization celebrates its 25th Anniversary on November 1. See story on Page 9.

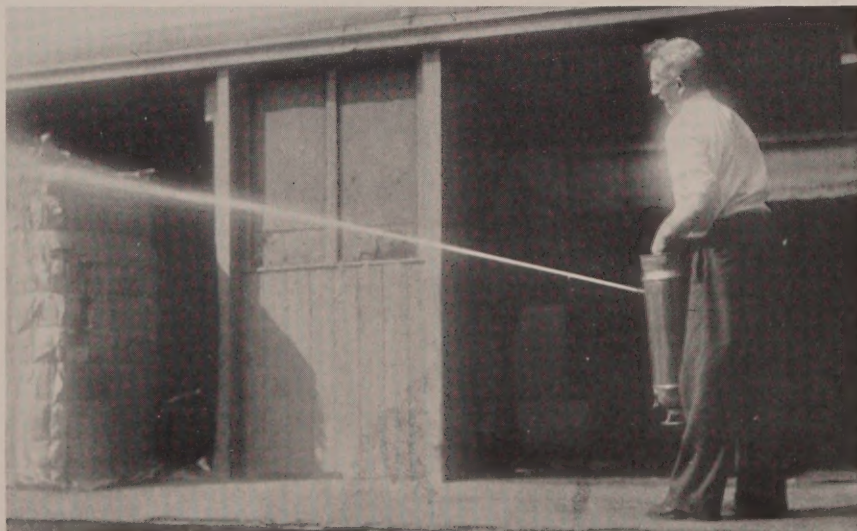
FIRE PUMPS

Below is the Main Pump House at East Walpole in which is located a 1500 gallon fire pump to draw water from the pond or to boost the town pressure if necessary. Similar pumps are provided at the Norwood Roofing and Flooring Plant, at Phillipsdale and at Chicago. There is a large underground storage tank at the Roofing Pump House, and the Flooring Plant and the Chicago and Shreveport Roofing Plants all have large overhead water tanks.



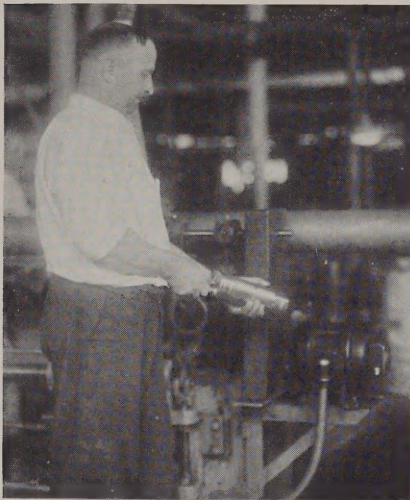
SODA AND ACID EXTINGUISHERS

Below is Michael Burke of the East Walpole Fire Brigade demonstrating the use of a soda and acid fire extinguisher commonly used throughout the plant to put out small fires such as this imaginary one on a bale of waste paper.



FOAMITE EXTINGUISHERS

At the right—Edmund Wenstrom, Norwood Roofing Plant demonstrates how to put out an oil or asphalt fire with a hand foamite extinguisher. This blanket of white foam literally smothers the fire.



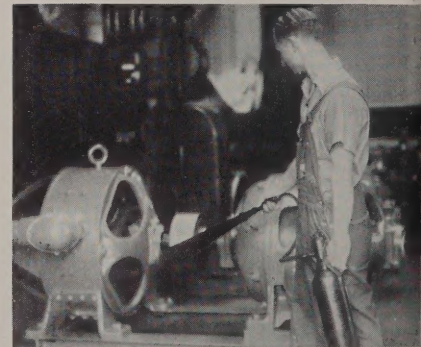
CARBON TETRACHLORIDE EXTINGUISHERS

Above, Frank Armukevich of the Flooring Plant Fire Department demonstrates a typical use for a carbon tetrachloride hand extinguisher. These are used to put out electrical or other small fires. This type of extinguisher should be used only where there is plenty of fresh air to carry away the fumes, and as an extra precaution in electrical fires, the current should be turned off first.



FORTY GALLON EXTINGUISHERS

At the left, Harry Dresser, Superintendent of Apparatus at the Roofing Plant demonstrates one of the large 40-gallon extinguishers which are either foamite or of the soda and acid type. These can be wheeled quickly to any location and will discharge for a considerable time before emptying.



SPRINKLER SYSTEMS

Below, from one end to the other, all of our plants are spider-webbed with sprinkler systems. The dark red pipe lines overhead in this Flooring Finishing Room are a typical installation. The sprinkler heads are usually eight feet apart. In unheated areas, the sprinkler lines are filled with compressed air which holds back the water until the heat of a fire

melts a sprinkler head. Over the asphalt saturation pans at the Roofing and Flooring Plants are special foam sprinkler lines to smother instantly any oil fires which might start.



CARBON DIOXIDE EXTINGUISHERS

Above, Joseph Jablonski of the East Walpole Turbine Room demonstrates how a carbon dioxide hand extinguisher can be used for electrical fires on any of the generators or other equipment at our Power Plant.

FOAM GENERATOR

Something brand new in fire fighting equipment is still another type of extinguisher (not illustrated) called the Foam Generator which is used at the Flooring and Chicago Roofing Plants. This can likewise be carried to any location. By attaching the hose line to a hydrant and adding foam-making powder to the drum, a continuous supply of foam can be produced.

PART OF OUR JOB

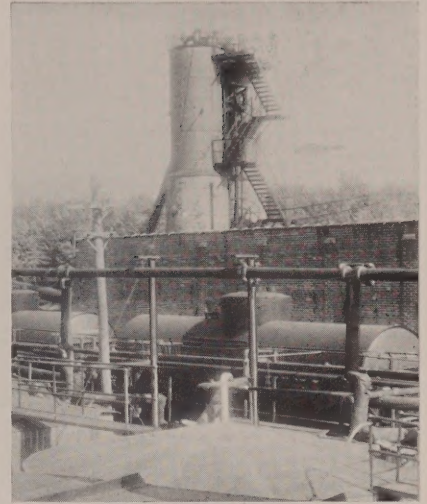
MORE important than all this equipment, and even more important than the efficient fire fighting of our fire brigade organization, is the FIRE PREVENTION work which ferrets out fire hazards and cleans them up, never giving fires a chance to start. The real time to fight a fire is before it starts.

Fire prevention work is one of the important phases of our safety program. It is something that we as individuals can and must work for every hour of every day of the year. No matter what or where our jobs may be, fire prevention is important.

FIRE PREVENTION MEANS—

1. **GOOD HOUSEKEEPING**—this is the first and most important requisite of any fire protection program. Clean machines, clean work rooms, clean locker rooms and the proper disposal of all waste promptly and safely—these are the things that will keep fire from attacking our plants and destroying our jobs.
2. **STRICT OBSERVANCE** of our "No Smoking" rule.
3. **CAREFUL STORAGE AND HANDLING** of our many combustible materials—oil, paint, asphalt, and cleaning fluids. There is a safe way and a right way to handle every one of these materials. So long as we follow this correct way we shall never need to worry about fire.
4. **PROPER MAINTENANCE** of all electrical equipment from which a short circuit might start a fire. This, of course, is primarily the duty of our electrical department, but safe workmen in all our departments know how to handle the electrical equipment they use.
5. **PROPER LUBRICATION** of all machines. Here again, this is chiefly the duty of the oiling and cleaning departments, but overheated bearings or any other equipment that is not working properly should be reported to the foreman immediately, as soon as anything suspicious is discovered.
6. **SHUTTING DOWN OF ALL MOTORS, FANS, and other machinery** at the end of the shift, and the closing of all windows and doors in accordance with our standard fire regulations. This is one of the most important parts of Plant protection—to leave the department and the equipment in an absolutely safe condition when shutting down for the night or the week-end. The precautions are simple, and easy to overlook, but if left undone, they might start, or help to spread, a disastrous fire.
7. **REPORTING ALL UNSAFE CONDITIONS** whenever and wherever you find them. It is much better to have a hazard reported twice than to overlook it and regret it later on.

A good fire prevention program has protected our jobs for many years. There is no better time than Fire Prevention and No Accident Week to do a bit of checking up on ourselves and make sure that we follow through on every phase of Fire Prevention work in the year to come.



Material is properly and safely stored at this section of the Roofing Plant where asphalt is kept in tank cars and storage tanks, and where huge stills blow it to the desired quality for use in our Roofings and Sidings.



Good housekeeping is the first essential of any fire prevention program. Here is a typical section in one of our Flooring Warehouses. Keeping our workrooms and our storage sheds clean is a never ending job and a mighty important one.



Bird & Son Champion Soft Ball Team: Standing, left to right — Joseph Eppich, Leroy Walton, Capt., Thomas Miller, John Cooke, Peter Didicks, Lester Tarbell, Robert Wood, and Ernest Paciorkowski, Manager. Kneeling, John Bradley, Bartley Coyne, John Heylin, Moses Bader, Coleman Coyne, and Frank Shimsky.

CHAMPIONS!

BY ERNEST PACIORKOWSKI

BIRD & SON Soft Ball Players have packed up their equipment until another year, but before doing so they completed the most successful season we have ever enjoyed. We came out ahead in the Norwood Soft Ball League Championship winning 22 games and losing 2. We won the Metropolitan Boston Amateur Soft Ball Association Tournament, giving the team the right to represent Metropolitan Boston in the World Championship Tournament held in Detroit. However, the team was unable to make the trip.

In the Metropolitan Boston Amateur Open Tournament held in September, the team averaged 10.4 runs per game, going 4.9 runs to every one of the opponents. We stayed in the tournament until the semi-final round.

Players on this most successful team were—Frank Shimsky, Coleman Coyne, Thomas Coyne, Bartley Coyne, Lester Tarbell, Thomas Miller, Joseph Heylin, Roy Walton, Peter Didicks, John J. Bradley, Jr., Moses Bader, Steven Cavanaugh, Edmund Geigle, John Cooke, and Robert Wood.

GIRLS' TEAM

The Bird & Son Girls' Soft Ball Team under the management of Julia Lewis ended its schedule by losing to the hard-hitting Wellesley Supperetts. They played 8 outside games,

winning 1 and losing 7. The Bird ladies were a much better team than the number of victories would indicate. All teams in the schedule were exceptionally good and most of the games were closely contested.

The girl players included—Sally Slauzis, Helen Kane, Ethel Murray, Catherine Hennessey, Harriet McMahon, Helen Shimsky, Eleanor Carlson, Sally Petroni, Helen Ceglarski, Helen Lipinsky, Margaret Owens, Julia Lewis.

INTER-DEPARTMENT LEAGUE

William Tyson's Main Office Soft Ball Team won the championship of the Men's Inter-Departmental League. Behind the superb pitching of Thomas Miller, the team won 5 straight games. This league was managed by Sam Piraino. The final standing of the league was as follows:

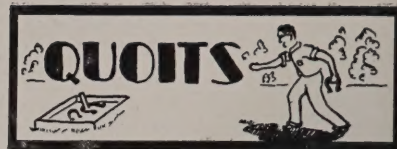
TEAMS	GAMES		PER CENT
	WON	LOST	
Main Office	5	0	.1000
Box Shop	3	1	.750
Flooring Shipping	2	0	.677
Flooring General	2	2	.500
Flooring Rug Finishing	2	3	.333
Roofing General	1	3	.250

CARD OF THANKS

I wish to express my thanks and appreciation for the very attractive and useful gifts received by me on Saturday, September 7, 1940, in honor of the completion of my twentieth year with Bird & Son, inc. It came as a complete surprise, and I am very grateful for the thoughtfulness of each one who participated.

Sincerely,

Charles L. Miller.



BY STUART FARRIS

WE had eight teams entered in the Doubles Tournament this year. The games were very close, indicating that the individual players have improved immensely over last year. John Woloshyn and Peter Craven of the Flooring Plant are the 1940 winners. Henry Grover and Ted Pieczonka of the Roofing Plant finished as runners-up. Last year's winners, Thomas Wood and Charles Locke from No. 2 Box Shop were ousted in the second round by a close score.

In the Singles, a total of 60 players entered. Play was close just as in the Doubles Tournament. Many new players were entered and gave the old timers a scare on some occasions. The last four men played a round robin, the winners finally being Stuart Farris, of the Flooring Plant, first; and Thomas Wood, No. 2 Box Shop, second. Just as in the doubles, last year's winner—Henry Grover—lost in the second round to set up new winners in both divisions.

ANNUAL MEETING

THIRTY members attended the Annual Meeting of the Bird Club on Friday night, September 13, to listen to the Annual Reports of the various Chairmen and to vote in the Annual Election.

H. S. Whitney was re-elected Treasurer, and A. W. Smith, Secretary. Wesley A. Beaulieu and Guy R. Hoyt were re-elected to the Board for another three-year term, and one new member—Patrick F. Rogers of the Statistical Department was also elected for a term of three years.

Reports of the chairmen showed that twelve athletic and social activities had functioned during the year and had been enjoyed by a large number of members. The membership committee reported a gain of 31, bringing the total membership to 954.

All indications point to another successful season during the year just ahead. Winter activities will be starting shortly. Watch the bulletin boards and the mails for further announcements.



S. S. America — newest addition to the United States Lines as she arrived in New York just before her maiden voyage.

BIRD SHEATHING PAPER USED ON S. S. AMERICA

S. S. AMERICA, the largest and speediest passenger vessel ever built in an American ship yard and the safest trans-Atlantic liner ever constructed anywhere in the world, was completed this summer and started her maiden trip August 10, 1940, with a West Indies cruise. She is the first of several vessels contracted for in the Maritime Commission shipbuilding program and although not the largest ship, is probably the finest ship afloat today. The luxurious interiors and accommodations are the finest ever built into a passenger vessel, and fireproofing and safety arrangements are without parallel. After the Morro Castle disaster a few years ago, the U. S. Senate Investigating Committee adopted a report which included very stringent specifications of construction to prevent the spreading of fire on a passenger vessel. All of these requirements have been met in this new ship and in addition it has been constructed as a three com-

partment passenger liner. That is, the vessel is divided into fifteen water tight compartments and will remain afloat with any three adjacent compartments flooded.

Running throughout the ship is elaborate ventilating equipment; in all there are 50 supply systems and 32 exhaust systems. The air is supplied to all passenger staterooms at the rate of about 40 cubic feet per minute per person. A complete change of air is supplied every 8 minutes to the public spaces, every six minutes to the crew's living spaces and every four and one-half minutes to the air conditioned dining rooms. Each boiler room is ventilated by huge supply fans and exhaust fans and all of the refrigerating machinery has an equally effective system. Bird Flame Proof Sheathing Paper was developed especially for use on this ship and was used in conjunction with the insulation on the air conditioning ducts. We supplied this paper to the tune of 150,000

square feet and at the present time we are supplying it for additional boats now being built at the Newport News Yard.

The boat is 723 feet long and has ten decks, each averaging 9 feet in height. The four upper decks are of the exposed type and include the sport, sun, promenade, and upper decks. The top or sport deck is laid out for deck games and contains also the wheel house and deck houses for officers' staterooms and mess rooms, the chart room, radio room and even modern dog kennels, dog run, etc. The sun deck contains space for the children's playground and staterooms for officers and cabin class passengers. The promenade deck is largely glass enclosed affording a beautiful view of the sea from any direction. On this level are the cabin class public spaces including the ballroom, lounge, smoking room, cocktail lounge, library and writing room. The five lower decks include the less expensive tourist staterooms and all of the various ship's offices and storage rooms. On C deck is the ship gymnasium and swimming pool.

The furnishings and decorations are modern and luxurious, but simple in design with a noticeable lack of ornamentation. Indirect lighting is widely used and many of the public lounges and smoking rooms are furnished in bleached wood of light neutral shades.

The ship requires a crew of 643 and can accommodate 543 cabin class passengers, 418 tourist class, 214 third class passengers. Under normal conditions of wind and sea, the America can travel 18,000 miles at 15 knots without refueling. Besides the commodious passenger quarters, she has storage for 13,061 long tons of material.

The America is a real achievement in shipbuilding, comparing favorably with the slightly larger liners such as the Normandie and the Queen Mary and surpassing them in certain new features of construction. From the standpoint of safety, convenience and general utility, she is the finest ship ever built on either side of the water.

MODERN HOME FOR SALE

Lot 50x210. 5 rooms with bath and sun parlor. Oil heat. New garage. House built in 1936. The best of material and construction. Location 161 Union Street, East Walpole. A real bargain,

Alvah H. Bridgman,



Some of the trucks which carry our new Bird Rug advertising display.

EFFECTIVE TRAVELING DISPLAY

THE latest promotional success of Bird & Son, inc. is the utilization of the advertising space available on a large fleet of huge trailer-trucks carrying Bird Floor Coverings from our mills in Norwood. From the reaction of the public the idea is a "natural". Bird dealers are enthusiastic over the numerous inquiries which are coming in due to the displays. In themselves, the trucks are impressive. They are modern in type, have a carrying capacity of ten tons and each side offers one hundred and seventy square feet of area . . . precisely a traveling bill-board.

An actual Bird Rug is mounted on each side. The rug is six by nine feet and appropriately framed. Pointing toward the rug is an eight foot arrow, white against a dark maroon background. On the arrow is lettered, "Ask for BIRD RUGS . . . Over 150 Patterns! See them at your favorite store." The reading matter is legible for two hundred feet and the rug pattern is easily discernible the width of any ordinary street. Covering thousands of miles a week over main arteries, city streets and country highways, the displays are seen by countless people in all types of localities and in all walks of life. Wherever a truck stops the public is afforded a closeup of the Bird Rug. Design, texture, color treatment, every factor which invites the buying mood, asserts itself. Even the public in motor cars cannot escape the displays. Each side carries the same message and irrespective of direction, North, South, East or West, the Bird

Rug is an attention getter. From a complete coverage stand-point, the traveling displays are adequately doing their job.

Another excellent feature is the monthly change of rugs. This affords Bird & Son, inc. an opportunity to display their wide range of patterns, maintain a continuity of interest and establish the fact that Bird Rugs are appropriate for every room in the home, cottage, camp or store. The selection of patterns displayed is deliberate with an eye to consumer interest. Definitely Bird & Son, inc. has gone the expression "a picture is better than a thousand words" one better with this actual merchandise and constant display day and night. There is no denying the fact that this daily display will make the public Bird Rug conscious and help sell our product wherever the trucks travel.

RED CROSS HELPS WAR REFUGEES

DURING July more than 20,000,000 pounds of American Red Cross war relief supplies left New York for England. At the end of the month the average daily rate of clearance verged close to 1,000,000 pounds. By arrangement with English shipping authorities, every available foot of cargo space on British vessels bound for England that was not occupied by other goods was made available to the Red Cross. Ships cleared at an average rate of

more than one a day, carrying ambulances, foodstuffs, medicines, clothing, surgical dressings, bedding and other essentials. These supplies were being transported without charge, thus enabling the American Red Cross to spend for relief what ordinarily would be paid for freight. During the month of July approximately \$350,000 was thus saved.

In addition to large quantities of manufactured wearing apparel bought by the American Red Cross for distribution to war refugees, hundreds of thousands of articles of clothing have been made by Red Cross volunteers. More than 500,000 women have been at work under the direction of local chapters all over the country, tirelessly knitting and sewing clothing and making surgical dressings and bandages ever since the war started last fall.

Despite war relief activities, there has been no let-up of the Red Cross program at home. Wants created by natural disaster have been met, chapter programs of community service have been continued and expanded. Funds to support these services are largely derived from the small Red Cross membership dues received during the annual Roll Call.

To meet the growing tasks at home, Red Cross membership must be increased. Men and women from coast to coast are invited to join their local Red Cross chapters during this year's annual Roll Call which takes place from November 11-November 30.





Walter Zacofsky, champion weight lifter, who works at our Flooring Plant.

FLOORING WORKER IS CHAMPION LIFTER

WALTER ZACOFSKY, who works at our Flooring Chromalin Department, has just won first place and a large trophy in the New England Open Tournament for Weight Lifting held September 1, 1940, at the State Fair in Kingston, R. I. This gives Walter the distinction of one of the champion weight lifters in this section of the country.

Walter has never talked much about his accomplishments, but we understand that he has been training for four years and during that time has succeeded in piling up some remarkable records. There are three Olympic Lifts that are recognized in weight lifting contests: first, the two hands military press; second, the two hands snatch; and third, the two hands clean and jerk. Of these three, Walter has excelled in the clean and jerk, lifting the weight from the ground to shoulder height and then jerking it to arms length above the head. Walter's record for this lift is 290 lbs. In the "press", the lifter holds the weight at his shoulders and while standing erect presses it to arms length over his head. In the "snatch", the lifter heaves the weight from the ground to arms length above his head in one clean motion without stopping. In these two lifts, Zacofsky has lifted 220 lbs. Obviously this is a sport which requires perfect muscular co-ordination of the arms, back and legs, as well as great strength.

Records now held by him include:

1. New England Northern Light Heavy Weight Class, 1938.

2. Mass. State Light Heavy Class, 1938.
3. New England Junior Light Heavy Class, 1939.
4. New England Senior Second Light Heavy Class, 1939.
5. Mass. State Runner Up Light Heavy Class, 1940.
6. New England Open Tournament Light Heavy Class, 1940.

He weighs 173 lbs. and stands about 5'8". This classes him as a light heavy weight lifter. He is 24 years old. Walter is unquestionably at the top in this sport and we expect to hear more about him in the future.

SLOPPY SAM

SLOPPY SAM is now making his weekly visit at all our Plants, including Chicago and Shreveport. It would make quite a listing to show every spot that he has visited since we last wrote, but it is obvious that he is doing a fine job of keeping all the boys on their toes in the matter of cleanliness and good housekeeping. Sam is no prize to look at, but he certainly is teaching us all the value of one of the most important parts of any safety or Fire Prevention program—keeping cleaned up.

Incidentally, several of the plants are now installing a special "dog house" for Sam where he can stay during the weeks that the whole of

any plant is clean, thus leaving no department open for Sam to visit. The Norwood Roofing Plant has already had one or two weeks when Sam has had to go to the dog house and we hope there will be many more weeks like this, both at the Roofing Plant and our other divisions.

The motto now seems to be "Put Sam in the dog house where he belongs."

WEISS RETIRES

FRED WEISS, a worker at our No. 2 Box Shop Shipping Department, who completed 31 years of service last July, retired on September 1 from active service.

Fred, who is now 70 years of age, has always worked in this shipping department and for many years was directly in charge of the work at the shipping platform under the foreman. When he left at the end of August, he was presented with a gift by his fellow workers.

Fred tells us he now plans to live with his daughter in Roxbury. Although he is moving out of town, we hope that he will not forget us and will come to see us frequently.

We wish him the best of luck and many happy years of retirement.

Work is progressing fast on the new Paper Storage Building near No. 5 Paper Machine. The workman at the right is tossing a rivet to the fellow with a bucket in the center of the picture. The two men at the left are doing the actual riveting. Taken by Perley H. Mudgett.



BIRD NEPONSET REVIEW

Vol. XXVIII October 1940 No. 5

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.
Shreveport, La.

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P. H. Bailey R. C. Floyd

C. W. Conrad B. D. Rogers

EDITOR CIRCULATION MANAGER

E. M. Grout A. S. Blaney

PRINTING FOREMAN, F. R. Meyer

*A man who watches the clock is apt to remain one of
the hands.*

LETTER FROM MR. ROBERTS

October 4, 1940

TO ALL MEMBERS OF
THE ORGANIZATION:

The Selective Training and Service Act, otherwise known as the Burke-Wadsworth Bill, has been but recently passed and certain orders have now been issued which place a portion of the National Guard on active training duty, thereby clarifying to a great extent the situation under which we will all be operating in the matter of personnel for the National Defense. Therefore, we are changing our previous statement regarding Leave of Absence for War or National Emergency so as to cover the situation which has now been revealed.

We believe in the principles of the Selective Training and Service Act and wish to cooperate in every possible way with the government and our employees in making this period of training a complete success.

We want our employees who may be called for training to feel that this period is one of opportunity for them, rather than a period of marking time. We want them to enter this period of training with as much assurance as we can possibly give that their positions in this concern will be open when they return.

Therefore, we set forth below the policy which this company will pursue:

1. Any employee (other than temporary) who, according to the provisions of the Selective Training and Service Act, is required to register October the 16th, 1940, and who is subsequently certified, selected and finally called for an immediate period of one year's training; or any employee (other than temporary) who is a member of the National Guard and who is called into active service for one year's training; or any employee (other than temporary) who may enlist for one year's training in any of the other land or naval services under the National Defense Act will be classified as being on one year's leave of absence and, upon the completion of such military or naval service, and honorable discharge, will be reinstated to his former position or one as comparable to it as possible, without loss of seniority, provided he shall make application for such reinstatement within sixty days of his discharge from active service.

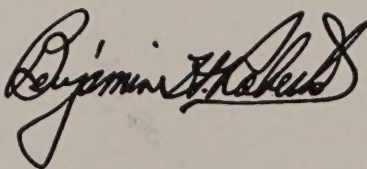
It is the intention of the above paragraph to comply, not only in letter but in spirit, with the provisions of the Selective Training and Service Act which refer to the return of the furloughed employee to a position of employment comparable to that which he left when called into training.

2. During this period of training, Bird & Son, inc. will continue the payments which they at present make toward the premium upon the life insurance policy which the employee holds in the Bird & Son, inc. Employees' Mutual Benefit Association.

3. Bird & Son, inc. will also pay, during this period of training, that portion of the premium upon the life insurance policy which the employee holds in the Bird & Son, inc. Employees' Mutual Benefit Association which is now paid by the employee.

The above policy has been laid down in good faith and we hope that subsequent events will not cause us to have to modify any of the benefits contained therein.

Sincerely,



President



FIRST AID FIRST

NOT so long ago, a worker in one of our plants came into the hospital with a badly infected finger. Three days before he had gotten a splinter in it; as it seemed such a minor sort of injury, he did not bother to visit the hospital at the time, but attempted to remove it himself with a jackknife. When he finally reported to the hospital, a good sized infection had set in, and the whole hand was badly swollen. The rest of the splinter was removed and he spent two uncomfortable weeks soaking his hand daily, checking up with the doctor and nurse, and all in all spending a good deal of time with this "minor injury" to prevent infection from spreading further.

Normally a splinter such as this would take about 5 minutes of treatment at the local plant hospital where it would be removed by the nurse with sterilized instruments and the wound properly treated to prevent infection starting.

SOME CLOSE CALLS

Any grammar school boy can see the moral to this tale, and yet this is only one actual instance out of several that have happened recently. Luckily none of them have turned out to be lost time accidents, but some of them have been rather close. "It's only a scratch" we say, or "it's just a splinter" and so we let it go.

Of course the Hospital can't absolutely guarantee to prevent infection 100% of the time, as a lot depends upon the nature of the injury itself. But the fact remains that most infections can be prevented with a little care and attention. Let's get over this idea that small injuries are of no consequence. Let's follow to the letter the instructions we have read many times in the Information Book—

"If you do get hurt, report injury to your foreman at once. Do not neglect any injury of any kind, no matter how small. Have cuts and scratches treated lest infection follow and you lose the use of a limb and possibly your life."

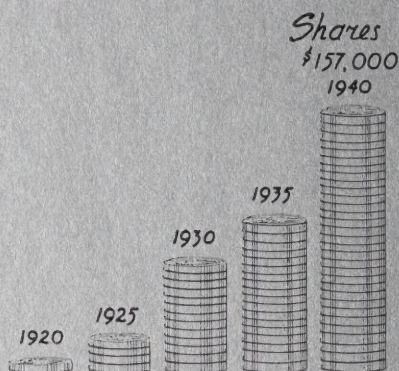


The Board of Directors of the Neponset Credit Union standing left to right: Russell L. Tupper, Warren S. Kumblad, Benjamin D. Rogers, Walter H. Hartig, George E. Smith, Bernard H. Bailey, John J. Burke. Seated — Leo R. Bernier, Howard S. Whitney — Clerk, William S. Jackson — President, John J. White — Vice President, Albert W. Smith — Treasurer, Wesley A. Beaulieu.

Twenty-Fifth Anniversary
 of
 The Neponset Credit Union,
 November 1, 1940

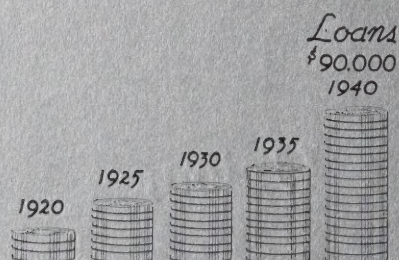
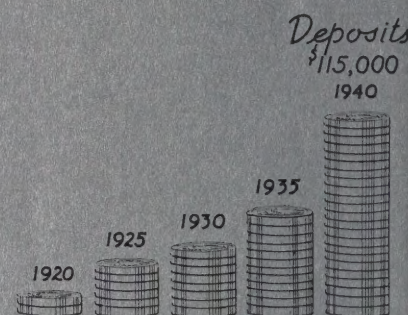
Twenty - Five

THE stacks of money on these two pages show clearly how the funds of the Neponset Credit Union have grown in the past twenty-five years. The balance sheet for 1915 on the opposite page shows you the figures at the end of the first month of business. The individual piles of money in each of the drawings represent the growth at 5 year intervals, 1920, 1925, 1930, 1935, and to date in 1940. Each coin represents the equivalent of \$5,000.00.



Shares Neponset Credit Union Shares have been a sound investment ever since the organization started. Every year more members are buying these shares and leaving them undisturbed as a permanent investment. It is necessary to purchase only one \$5.00 share to join the Credit Union, but each member may purchase a total of 40, \$200. worth. Twice this amount may be purchased in a joint account. The amount of the dividend is voted on annually by members, and in recent years, has always been 5%. The total value of shares is now more than \$157,000, held by 2512 members.

Deposits Savings Deposits have increased from about \$10,000 in 1920 to approximately \$115,000 at the present time. In the past 5 years there has been an increase of more than \$54,000 in this type of investment at the Credit Union. Comparatively few members use the Savings Account for long term investments, but instead employ it as a convenient method of saving money for large bills which must be met annually—taxes, insurance, clothing, education, doctor's bills, Christmas expenses, and other items like these. Small amounts deducted from each pay check build up quickly into a cash reserve that is mighty handy when a big bill rolls around. 2% compounded quarterly is paid on all savings up to \$250. Joint accounts receive the same interest payments on all deposits up to \$500. There are over 2000 deposit accounts at present.



Loans One of the most valuable services rendered by the Credit Union is the loaning of small amounts of cash at very low rates of interest to its members in times of emergency. Any member in good standing can always borrow up to \$100 in his own name without security at the unusually low rate of 5% per year. With acceptable comakers to sign with him, he can borrow even larger amounts at the same rate, and if he can put up security for the loan, almost any amount can be borrowed at the rate of 2½% per year. This means that any member whose credit is satisfactory can borrow \$100 for an entire year with an interest payment of only \$5.00. The same amount of money borrowed from many of the credit companies would cost much more in interest payments, and in many cases these companies would charge the full legal amount permissible—36%. On a loan of \$100, paid back at the rate of \$10.00 a month, such an interest charge would amount to \$16.50. At the Credit Union, the total interest on a similar loan would be only \$4.17.

A recent survey of the purposes for which loans are made at the Credit Union showed that the largest single item was for doctors' and hospital expenses; 19% at the present time are for this purpose. Next in line are real estate loans, either for purchase or for repairs. These amount to 17%. Then, in order, come household bills—12%, automobiles—7%, fuel—6%, taxes—5%, insurance premiums

rs of Service

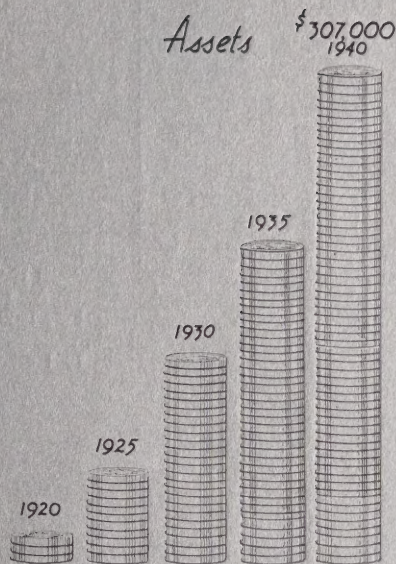
—4%, clothing—4%, and education—2%. Included in the remaining 24% are a large number of miscellaneous and personal reasons that do not fit in any of the other classifications. In all, \$693,676.51 has been loaned Credit Union Members during the past quarter century. Thousands of members past and present have welcomed this inexpensive way of meeting unexpected bills without having to pay high rates of interest to loan sharks.

Assets This final column represents the growth in total assets of the Credit Union. In 1920, it was still a small organization with a total of only \$16,000. In ten years it had increased by more than \$100,000 to just over \$127,000 of total assets. This last ten years has seen a further increase of over 100% to a total of more than \$300,000—a figure well over the quarter million mark.

These figures tell the story in dollars and cents. There is another side to the story that cannot be estimated in black and white. It is the service the Credit Union has rendered to every member in the last quarter century, serving as a friend in need in time of emergency and helping thousands through the years to establish sizeable bank accounts by systematic and regular savings.

For many years the Credit Union was located in the Triangle Building, but for the past two years, it has been in its new and larger quarters on the ground floor of the Bird Hall Building. In addition to the regular Credit Union business, this office also handles the accounts of the Savings Bank Life Insurance for Bird & Son employees, serves as the agency for purchasing coal and oil at reduced prices, and handles the payroll deductions of Blue Cross Hospitalization Plan and the purchase of shares in a number of local cooperative banks.

Mr. A. W. Smith is the Treasurer, and the other members of the office force are Velma Cobb, Ann Rozuck, Ethel Murray, Catherine Hennessey and Harriet McMahon.



TODAY'S BALANCE SHEET

THE FIRST BALANCE SHEET

NEPONSET CREDIT UNION

BALANCE SHEET

AUGUST 31, 1940

ASSETS		LIABILITIES	
Loans	\$ 90,304.51	Shares	\$157,438.90
Investment Securities	10,091.99	Deposits	115,111.55
Furniture and Fixtures	1,671.72	Savings Bank Insurance	
Co-operative Bank Shares	21,000.00	Premiums	3.07
Savings Bank Deposits	3,865.75	Cash Over	10.00
Voucher, Cash	500.00	Due Borrowers	20.00
Credit Union Central Fund	579.63	Gain and Loss on	
Real Estate Mortgages	152,360.91	Investments	532.89
		Entrance Fee	71.50
		Reserve Fund	4,000.00
		Guaranty Fund	14,415.48
		Undivided Earnings	7,710.41
		Profit and Loss	8,337.57
Cash	27,276.86		
	<u>\$307,651.37</u>		<u>\$307,651.37</u>

A. W. Smith, Treasurer,
W. A. Beaulieu, Chairman,
Auditing Committee.

MONTHLY REPORT OF BUSINESS AND EXPENSES

RECEIPTS		DISBURSEMENTS	
Shares	\$ 1,137 -	Shares Withdrawn	
Deposits	4 50	Deposits Withdrawn	
Request on Loans	19 -	Loans Made	\$ 950 -
Interest Received	1 42	Interest Paid	
Fines		Expenses (miscellaneous)	
Entrance Fees	56 25	Charter Fee	5
Balance in Bank Oct. 30, 1939	19 16	Balance in Bank Nov. 30, 1939	766 17
Total	1,201 17	Total	1,201 17
Balance November 30, 1939		Balance November 30, 1939	
ASSETS		LIABILITIES	
Loans Outstanding	\$ 431 -	Shares	\$ 1337 -
Interest Paid		Deposits	4 50
Dividends Paid		Interest Received	1 42
Expense Account	5	Fines	56 25
Cash in Bank Nov. 30, 1939	766 17	Entrance Fees	
Total	1,201 17	Guaranty Fund	
Total		Total	
1,201 17		1,201 17	
Number of Members at Close of Month 44		Number of Borrowers at Close of Month 4	
Approved		Treasurer	
Supervisory Committee		Clerk	



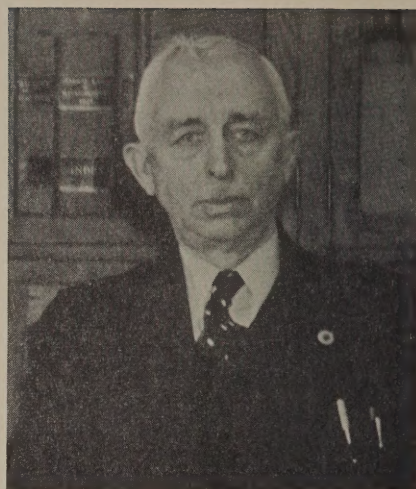
William S. Jackson, President, since 1939.

PAST PRESIDENTS

ALLAN H. RUSSELL—1915 to 1919
 WARREN E. SUMNER—1919 to 1923
 ANDREW C. URQUHART—1923 to 1933
 BERNARD H. BAILEY—1933 to 1935
 GEORGE E. SMITH—1935 to 1937
 JOHN J. BURKE—1937 to 1939

PAST TREASURERS

CARLETON T. BRIDGHAM—Nov. 1915 through
 Nov. 1916
 F. MERTON GILL—Dec. 1916 through Oct. 1917
 FOREST G. FOGG—Nov. 1917 to Dec. 1918
 MISS CORINA SIEDOFF—Jan. 1919 through
 April 1920
 MISS A. L. DOWNING—May 1920 through
 June 1920
 MISS E. L. GRIFFIN—July 1920 through Oct.
 1921



John J. White, Vice President, since April 1940.



A. W. Smith, Treasurer, since 1921.



Howard S. Whitney, Clerk, since 1934.

PAST CLERKS

BENJAMIN R. TAYLOR—1915 to 1934

The girls who work in the Neponset Credit Union office, left to right — Ethel Murray, Harriet McMahon, Anne Rozuck, Catherine Hennessey, and Velma Cobb.



The Credit Committee of the Neponset Credit Union—Russell L. Tupper, Leo R. Bernier, Chairman and George E. Smith.





BY M. EDGAR TARR

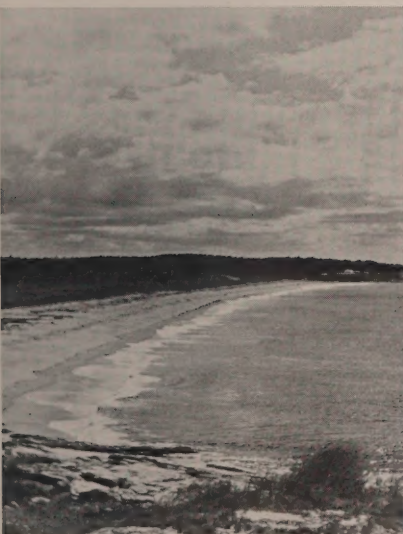
OUR fall and winter season opened with our September meeting on the 16th,—main feature of which was a lecture titled "Some Pictorial Print Analyses" by Charles Griffin, Accounting Department, our Vice-President. This was a lecture supplied by the Eastman Kodak Company which included thirteen salon prints which were analyzed during the course of the lecture.

The regular monthly print competition brought out fourteen prints with M. E. Tarr's "Deserted Shore" taking first by a small margin over Michael Sylvestri's "Sandra."

The season's average shows us Warren Kumblad of the Roofing Plant leading the parade with Stanley Cottrell of Norwood in second place, and M. E. Tarr, Accounting in third—with three more competitions to go.

Ralph Watson, No. 1 Box Shop, leads in our traveling show results with the best print and also the highest number of points. M. E. Tarr is second, both with the next best print and the second highest total score. But the interest really narrows down to the third place standing as to who will come in third. The other two, it is now evident, will never be headed, but it

"Deserted Shore," prize winning photograph in the September Camera Club Competition taken by M. Edgar Tarr of the office.



seems as though with every return from the other clubs viewing our traveling salon that third place changes hands the standing is so close. Walter Hartig, Printing Department, holds the honors at present, but the next returns may change that.

The October meeting feature will be a talk on "Paper Negative Making" by an expert in the field.

CONGRATULATIONS

EVERYBODY is proud of the fine record made by the Bird & Son Soft Ball Team in winning the championship of the Metropolitan Boston Tournament during the week-end of August 11. This was the big achievement of a marvelous season which has just closed with a record of 22 victories and only 2 defeats. That is real ball playing, we'll tell the world!

It is hard to single out any individuals for special mention because this season's unusual record was the result of team work and fine ball playing by everybody on the team, but it is only fair to give special credit to Capt. Roy Walton who is undoubtedly our best all 'round ball player, and John Cooke—one of the best soft ball pitchers this section of the country has seen in a long time. But it was unquestionably the team work of every player that made the fine record possible, so we say "Heartiest Congratulations to Manager Ernest 'Speed' Paciorkowski and his outstanding ball club!"



BY FRANK EISENHAUER

THIS year Bird & Son will again conduct first aid classes as in past years. These courses are open to any one who is interested enough to enroll and continue through with about 2 hours of classroom work each week for 12 weeks.

There will be two courses again this Winter, one class for beginners or persons who have had a certificate and wish to renew it and the other, the advanced class open for members who now have in their possession a standard course certificate which is up to date. Both classes will start



Frank "Culinary" Aldrich — Here is a past master in the art of frying chicken, all dressed up and ready to fry some more. This was taken on the steps of his home in St. Louis. It's a nice hobby, Frank, and we'll all be around to call on you some evening about dinner time. Frank is a Roofing Salesman in the St. Louis Area.

as soon as possible, and as the number of enrollment is limited, it will be a case of first come, first served.

Those who wish to equip themselves with this important knowledge are urged to send their names and department symbols to Frank Eisenhauer, FXP, as quickly as possible, indicating for which course they wish to sign up.

DEFENSE PROGRAM

It might be of interest to the First Aid Members of Bird & Son to know that the towns of Norwood and Walpole have taken definite action in regard to the National Defense Program and are listing all the residents of those towns who have had previous First Aid Training within the past three years. Therefore, it is important that you keep your certificates up to date and above all keep up with the practice that is required to make you a good, efficient person in this line of work.

All persons holding First Aid Certificates are cordially invited to join the members of the Bird & Son First Aid Team in their practice session. This group meets once a month and practices all kinds of problems and has a lot of fun as well.

Watch the bulletin boards for further announcements.

Boy: "And now, doctor, that I've told you I am going to marry Anne, there's one thing I want to get off my chest."

Doctor: "You just tell me about it, my boy."

Boy: "A tattooed heart with the name Mabel on it."

PERSONAL NOTES

MAIN OFFICE AND SALES

ELEANOR BADGER
SABINA COSTELLO
MARY BLAZONIS

VERA RANSOW
JOHN MURPHY
DOROTHY McELENY

We shall all miss Dorothy Hartig very much when she leaves to be married on October 12—for Dorothy has endeared herself to all her fellow-workers with her ready smile and warm friendliness. We all unite in wishing her happiness.

Pauline Rafuse and Katherine Kane spent some time in New Hampshire with friends. They also made a flying trip to Canada to inspect the army lads. Did they pass inspection, girls?

Dave Hill reports that he contributed several valuable personal items to fire which destroyed the Northern Hotel in Billings. Dave doesn't quite understand why the hotel had to pick that particular night to burn to the ground.

G. A. Sayres and Frank B. Ross, Jr., from the Southern Roofing Division, have attended the Roofing and Siding Engineers' School in Shreveport. Both got their certificates and both are enthusiastic about the value of the school.

We welcome Daniel Shepardson, Elsie Thompson and Marjorie Squires, all new workers in the Roofing Sales Division.

The Cost Accounting Department gives a hearty welcome to Frederick Danner, of Dedham, who recently joined our ranks. We hope your stay will be long and pleasant.

Dot Eckert and Margie Squires had a "horsey" time on their vacation, we hear. They spent a week at a dude ranch.

Frank Larrabee toured Florida on his vacation.

Best wishes to Edith Hood and Pauline Babel, who are joining the ranks of the happily married.

Welcome to Eileen Richard, Adrian Johnson, Marjorie Smith and Anne Shirley Orent, who have come into Stenographic.

Irene Lamore is leaving soon to be married November 9 to Mr. William McAuliffe of Foxboro. Best wishes, Irene.

Katherine Kane covered a lot of territory during her first week of vacation. She motored to Chicago and points west.

Provincetown was Harry Lee's vacation-land.

Depression seems to have hit the singing telegram fad. At first it got so that the senders could only afford to send the first two lines of the song "Happy Birthday to You," and now they have stopped altogether.

Why just men conscripts, why not women too? Some of our girls are pretty good shots when they hit eight airplanes out of fifteen.

We welcome Francis Dornig, Mary Sironka, William Gibb to the messenger force.

Benny Beale makes a good soldier boy some would have us know. He recently spent three weeks at Pottsdam.

Last year Mr. Claffee bagged the largest bear ever shot in Canada. Good hunting this year, Mr. Claffee.

Earle Davis motored to Canada during his vacation. He toured the city of Quebec and took the steamer trip up the St. Lawrence River.

Anne Novick plans to visit the World's Fair in New York and from there she will go to Canada.

Malcolm Sisson has changed his Roofing



Our girl golfers who took part in the successful field day at the Walpole Country Club on July 6: Back row — Marion Tolman, Anne Lindsay, Catherine Delaney, Bertha Broadley, Marion Smith, Louise Geary, Mary Bannon, Hannah Flavin, and Margaret Corcoran. Second row — Ann Kelliher, Margaret Delaney, Ruth Anderson. Front row — Velma Cobb, Muriel McDonald, Lilyan Paquette, Gladys Boulter, Julia Lewis, Martha McLauchlan, and Agnes Flood.

territory and has moved up from Philadelphia into the Boston area.

It is nice to see Mary Catalano back at work again.

Paul Reynolds spent his vacation in the Green Mountain state.

Mary L. Conton leaves the Personnel Department on October 10 to become the bride of Arnold Sadler of the Stock Handling Department office. Best wishes to both for many years of happiness.

PAPER MILLS

HERMAN NORDSTROM
FRANK MURPHY
EDWARD GERAGHTY
EDWARD COSTELLO
CAROLYN DELANEY

MARY DRISCOLL
PETER GLEBUS
JOSEPH JARLIS
ERNEST STATHER
GEORGE LAMORE

CARL CARLSON

Edward Wisnefski must have been relieved when he "punched out" Friday noon-hour—took the afternoon off to pretty himself up for the wedding in which he took such a BIG part on last September the 14th.

If anyone in Bird & Son plans on taking a trip to Skowhegan, Maine—just ask Johnny Pechulis—then duck. John expected a swell train ride, but got onto a combination Pullman-freight which kept him awake all night shifting freight.

John Seastrand and his family spent their vacation at Swifts Beach.

Donald Ross, No. 3 Paper Machine, was the proud father of a boy, born September 14. Both mother and son are doing fine.

Mr. and Mrs. Paul Knight spent their vacation in Maine. Frank Massey went a little further north and spent part of his in Canada.

Steve Joyce tells us he was in Boston every night of the Legion Convention.

John Walsh of the Stock Transfer Department spent two weeks in September at Hampton Beach.

John Linnehan vacationed at Falmouth Heights.

It is rumored that Lloyd Hanson will soon join the class of the Benedicts.

Mike Burke spent most of his vacation looking for some good hound dogs.

Nick Hrenchuck enjoyed his two weeks off "on the farm."

Roy Colmer spent a very nice vacation—taking about twenty motor trips—which, by a strange coincidence, all ended up in Medford. Both his car and his heart are taking an awful licking.

When Happy Timmons left the Drafting Room recently he found that he had left his keys behind—securely locked up. He borrowed Charlie Rafuse's keys to gain admittance; rummaged around for a few moments and then locked the door again. The second time he left with both sets of keys locked up. About that time we imagine he started one of his "Hog Island" yodels.

Richard Davis, 6-year old Badminton "Champ." He is the son of Earle Davis of our Special Papers Sales Division and he surely swings a mean racquet.



Mr. and Mrs. Herman Nordstrom and two children spent their vacation at the World's Fair, Lake George, West Point, the Green Mountains and the White Mountains.

Jim Hammond stayed around home during his two weeks.

Ernest Frank has taken the responsibility of a wife on his shoulders. Two can live as cheaply as one, Ernie. Best of luck.

William Stillman of the laboratory spent two weeks on the Cape. Incidentally, it is rumored that Bill is soon to be married.

Steve Baron spent his vacation in a chair (the dentist's chair)!

John Burke has been attending the Legion Convention, and so has Francis Donlan. Francis took that week for part of his vacation.

George Doderer was another who had his vacation "on the farm."

Carroll Homan divided his two weeks' time—one in New York, the other at home in Maine.

Albert Gilmore camped out one week of his vacation, and then he too went to Maine for the other week.

Fiorino Felici has made plans to take his vacation during the "World Series" in Boston.

Joe Donovan painted his car recently (which didn't hurt its complexion any) but why he still insists the color is blue is a mystery—it certainly couldn't be any blacker.

PHILLIPSDALE

REXFORD H. SALISBURY
DAVID S. LOWRY

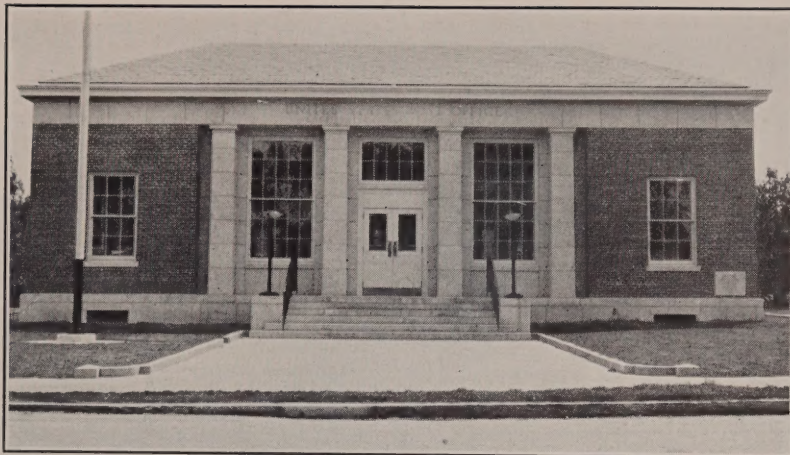
JOHN H. NOLAN
LESLIE E. HOWARD

We were all very much shocked to hear of the death of John Marshall who was fatally injured while swimming at Newport on Sunday, August 11. John had been with us seven years and his good natured smile made him well liked. We will all miss him. Our sincere sympathy goes out to John's wife and to his children.

Ed Collins has a "new-to-him" Chevrolet.

Ed Vatcher has what he calls an up-to-the-minute central lighting arrangement in his new home. We are told it consists of a large light in the center of the house with openings in ceiling and walls nearby so as to shine in all rooms. This certainly is economy. He

Coleman Howe of the East Walpole Paper Mill enjoying himself during his vacation.



New post office at East Walpole, dedicated on August 17. This is the office which handles all local Bird & Son mail. Our Treasurer, A. H. Anderson, presided at the dedication exercises. The post master is Arthur Maguire.

will explain this system to anyone who is thinking of building a new home.

Herbert Black opened the football season the other morning by trying a flying tackle with Manuel Perry and the Ford truck but to Blackie's disappointment he was thrown for a two yard loss and was slightly bruised. Blackie thinks the boys dropped Manuel and his truck behind him.

Walter Gill sits out in front of his house on the beach at night and fishes for eels. One night last week his grandson went out in a boat and tied about nine feet of old rubber hose to Walter's line and then gave it a yank. Walter hopped up and shouted he had hooked the granddad of them all and a crowd gathered around to see the giant eel pulled ashore.

The Phillipsdale bowling season started off with a bang September 19 and last year's champions, the yard, took 4 from the office just as a warmup. John Cyronak made a high three string of 345 which will be something to shoot at the rest of the season.

Jack Smith has left the shippers for a year to go into a year's training with the 243d Coast Artillery in which he is a sergeant.

Oscar Bolin has left us for the regular Army.

We wish both of these fellows the best of luck.

BOX FACTORIES

NO. 1 BOX SHOP

JOHN P. WALSH
EARL BOYDEN

JOHN PHELAN
HELEN SIRONKA

RICHARD SPRAGUE

Earl Hanson of the No. 1 Box Shop, Past Commander of the Walpole American Legion, was quite busy recently, attending both the State and National Conventions.

By the time this issue of the *Review* is out, Antoinette Puopolo will have joined the ranks of housewives. Best wishes.

We welcome Jennie Long, another new member to the Corrugated Finishing Department.

Emil DePlacido answered the call of the middle west again this summer.

Florence MacDonald spent her two weeks vacation in Canada.

Sadie Rafuse went to New York.

We are sorry to hear that James Donnelly is sick following his vacation. We hope he will be back soon.

John King has joined the ranks of benedicts. We all wish him the best of luck.

William Downing is sporting a new to him Ford Coupe.

Tony Unaley, Michael Downing and Philias LaLiberty marched in the Legion parade on September 24.

NO. 2 BOX SHOP

JOSEPHINE ROSE
ALICE BRADY
HELEN CEGLARSKI

ALMA WALSH
THOMAS WOOD
VAUGHN ALLEN

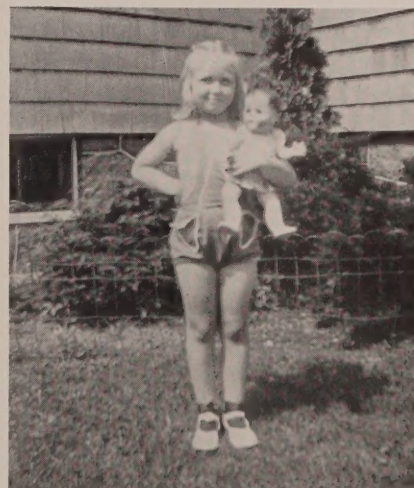
Frank LaCivita is a proud father. It's a baby girl, Lois Gayle.

Janey Heaver had an enjoyable vacation, taking in the World's Fair and a trip to Canada.

We welcome back Barbara Coyne, Stella Okulovich, and Mary Donahue after a short absence.

Congratulations to Walter Brown. He is the proud father of a baby boy.

This very self-possessed young lady is Miss Connie Anderson, daughter of Lambert Anderson, Statistical Department, and she looks very happy about the whole thing.





Mrs. Matthew Connolly, formerly Caroline Masciarelli, daughter of Enos Masciarelli of the Roofing Plant, was married Saturday, September 14, to Matthew Connolly of the Flooring Art Department. They spent their honeymoon in New Jersey. Congratulations and best wishes.

Betty Doane spent an enjoyable vacation on the Cape.

Some of the boys have been taken for a sleigh ride by backing Bill O'Brien's dogs at the track. They think Bill should get an out-board motor for his dogs. Maybe that would help.

Minnie Sline enjoyed a boat trip to Canada on her vacation.

Rose Ruggiero and Alice Brady will journey to Augusta, Maine, for a few days.

"Snooky" Taylor should get to the softball games at least an hour before game time, so he can brush up on his batting. If you follow this advice Snooky, you'll get that old feeling; or else, see Charles Shusta and he'll tell you how.

John Folan has been seen around Millis a lot lately. Evidently some attraction there.

John Clancy is back after spending a month with his family in Canada.

Mrs. Collins spent her annual vacation in Nova Scotia.

Roger Carlson has tied the final knot. He was married August 17. We all wish him and his bride the best of luck.

Fred Weiss has retired from Bird & Son. He received a farewell gift from those in his department. Good luck, Fred, and come back to see us.

Harry Clark is back to work after recovering from a sprained ankle. Watch your step, Harry.

Al Lipinski has purchased a new salt water fishing line. Where are you going to catch all your big fish, Al—Black Rock?

Guy Hoyt has been the star twirler for the Norwood softball team this year.

Everett Seavey and Bob Patterson report a very pleasant motor trip across the country and out to California.

Frank Eisenhower surely knows how to give first aid; he proved a wonderful help the night Mary Driscoll and her sister Louise were hurt on Rhoades Avenue. We are glad to report Mazie and her sister are recovering nicely now.

Alma Walsh spent one week at the World's Fair, New York.

ROOFING MILL AND OFFICE

ARTHUR McKENNA
JOHN WHITE
LEROY WALTON
MAXMILLAN RABINOVITCH

HAROLD MATTSON
WILLIAM PERCY
BRUCE FARRAR
KENNETH STUBER

Nick Santora has lost his race horse and bought a fox hound.

Recent vacationists include: Carl Edmonds and William McLaughlan, at the World's Fair, Henry Smith at Niagara Falls, William Angus at Sebec Lake, Maine, Nicholas Santora at Hampton, Maine, and Herbert Jepson in Washington.

Jack Bailey is on the job again after spending two weeks in New Hampshire.

Herbert Snell and his wife spent a week in the woods at Rumford, Maine.

Thomas McDavitt has traded in his 1923 Ford for a 1926 Dodge.

Stanley Sallie visited historic places in Quebec during his vacation.

William McLaughlan is doing jury duty in Dedham Superior Court.

Will someone please mail to Joseph Quinn a map with attached directions for night travel between Norwood and New Bedford. Say Joe, why New Bedford? The "whaling" is equally good in Dedham.

After spending two weeks at the World's Fair, Eric Janssen has returned to work feeling much better.

Stanley Jurgelevitch spent one week swimming and motor boating on Lake Thompson, Maine.

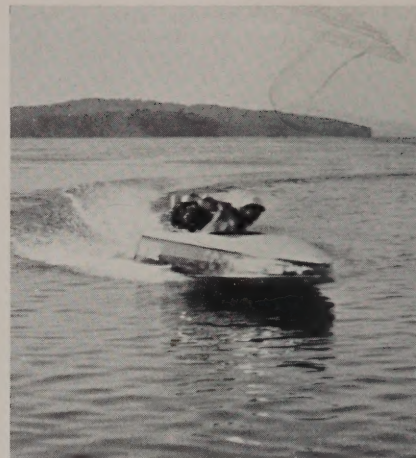
Everett Jarvis has moved to Sharon where he has purchased a new home. Nice going, Evie.

Russell Hallett of Walpole is now the routine tester at our laboratory, taking the place of William Price who has returned to his studies at Northeastern.

Chicago's record of 256.1 Master-Bilt Shingles per hour made our boys peeved, so on Aug. 17 they made a 7 hour run averaging 268.3. This included four different colors.

Let Chicago beat that!

H. L. Engley comes up with the season's big fish story—It was way down Boston Harbor; the day was cold and the waves were high. Through that murky atmosphere a small boat with three fishermen and our "Joe",



Stanley Jurgelevitch enjoying some vacation speed-boating at Lake Thomson, Maine.

hove in on the local Grand Banks. Out goes the tempting bait, carefully manicured and guided. Skill will tell and shortly a twenty-nine pound flounder was hauled into the boat, and later, dangling on Joe's back, arrived safely at the home port in Dorchester. This one did not get away. How about a picture, Joe.

Fred Picard is now the father of a baby girl. At Malcolm MacDonald's home—it's a boy.

John Doyle disregarded all the free advice given to him and got married on his vacation. Congratulations and best wishes.

Dan Keady is at home recuperating from a knee injury.

Tony Richardi has returned to work after touring around the country with his wife.

Frank Reynolds visited Canada while on his vacation.

Adam Scott, our new office boy at the Granule Plant, known as the great lover, is thinking of the one big step of matrimony.

Ed Carberry and Stanley Jurgelevitch attended the Brockton Fair three nights in a row!

Here are more vacationists: Andrew Wright at Nantucket, Ray Call at Wareham, Charles Chorton at the Smoky Mountains, Joseph and

The new home of B. L. Sears, Southern Roofing Salesman, at Charlotte, N. C. Bird Custom-Bilt Black Shingles are on the roof, Bird Neponset Black Building Paper was used between the walls and the floors and Bird Chromalin covers the kitchen floor.



James Quinn at Narragansett Park, Harry Dresser in the Carolinas.

Edward Bellew is a proud father. It was a baby girl who arrived on September 20.

Ray Monahan spent his vacation at Prager's beach.

Peter Didick, Tom Concannon and John Kwiatkowski are accused of being milkmen on the side, for each of them is now wearing narrow-striped overalls.

Late vacations in the Shipping Department include: Charles Savage at Canton Reservoir, Rosario Campagna in Maine, Arthur McKenna, Harwichport; Luigi Cicolani at home making repairs and alterations to his house; Gus Johnson, motoring.

Gordon Eaton has now moved to Oak Street, Needham.

FLOORING MILL AND OFFICE

PHILIP MACCHI	LEON ZINKOWSKY
THOMAS PAQUETTE	ALBIN VIETZE
LAURENCE GAMMELL	THOMAS BURNS
JAMES BUNKER	EDWARD TRAVERS
FRANK SHIMSKY	

Mr. and Mrs. Fred Sachs enjoyed a week's stay at Nantucket.

Welcome to Michael Famigletti who has joined the Shipping Department.

William Gleichauf has finally started on his belated vacation.

Note to Bill Everberg—While reading a Cape Cod paper we noticed that you had won a swimming race. Congratulations. Bill claims that there were eleven others in the endurance contest of at least twenty yards.

Gordon Wilson has quite a hobby we are told. He built a bird house and now he is going to add a garage to it. We wonder if the birds are getting modern, and driving cars.

Harold Hale and wife went back to Harry's home town for the first week of his vacation.

John Burke gave all the beaches a break this year by spending a day at each.

While walking through the woods one day, we saw an arrow in a tree. The arrow had a tag attached which read—Richard Milliken soon no longer will be free.

Bernard DeSavage evidently does not like gray because his new to him car is now black.

Ernest Smith's baby won the prize cup at a recent photographic contest in Norwood.

We extend our sympathies to Roland Michaud on the death of his mother.

Mr. and Mrs. John Cozzi, recently married. John works at the Chicago Traffic Department.



Office Soft Ball Team, winners of this year's Soft Ball League. The back row — Alfred Baranowski, Thomas Miller. Middle row — James Smith, Donald Bergquist, William McNicholas, Theodore Chandler, Spofford Whitaker. Front row — William Ivatts, William Tyson, Wylie MacIvor, Lawrence Franks. James Moylan is also a member of the team.

Someone who had nothing else to do has figured that over half the men in our shipping department have automobiles and most of them are late models.

Bill Alukonis jumped from one place to another for his vacation.

William Colmer was reported vacationing in Vermont.

Joseph Uzdowinis went to Chicago for his vacation.

Soon we shall miss the two buddies, namely Michael Wallace and Alfred Disnard. It looks as if they are now close relatives of good old Uncle Sam.

Hunting season is close at hand according to Tony Aurretto and Garnet Patterson who are looking over some fast dogs (for hunting?)

John Hazlett has been spotted down South (Walpole) on his vacation.

Carl Hilton and his wife expect to be in Washington, D. C. about October 12.

Such goings on in the Shipping Department — one day one fellow comes in with one black and one brown shoe, and the very next day somebody else appears with one yellow and one black sock!

James Bunker had an experience Monday night, September 23, the first night of the Legion Convention, that he will never forget as long as he lives. He attended the first reunion of his old outfit, the 140th Aero Squadron at a Boston hotel. Forty-seven men out of the original 225 were able to be there, and the odd part of this reunion was the fact that not one man present had seen any one of the others since the day they were mustered out 22 years ago. The feature of the evening was the appearance of the old Commanding Officer, himself twice decorated for flying bravery, who made the trip from Mississippi to meet the boys. Thirty-two states were represented, explaining why the boys have not seen each other in all these years.

Congratulations to Vincent Kudirka who placed in a recent B. A. A. 26-mile marathon at Webster, Mass. and received a medal.

CHICAGO MILL AND OFFICE

GLADYS DAVIS	EDWARD STADT
RAYMOND GUSICK	M. C. THOMPSON

Sloppy Sam has arrived and has found himself a place to stay. His address at present is No. 1 and 2 Saturator hotel basement apartment. "Bing" Alexander who brings him his meals every day says he likes his quarters very well, but gets lonesome on Sunday. We hope he gets evicted soon and won't be able to find an apartment in the Chicago Plant. Look out, boys, he may try to rent a place from you and you all know that he doesn't pay his rent.

Ralph Reithofer's new hobby is cooking and if any of you boys want a lesson drop around and he'll show you how it is done.

All winter we have listened to reports about Finns and Poles, and all summer we have heard about poles and fins. Judging from some of the stories, the fish must have been sent by freight. Such monsters! tsk tsk. Not that we saw any of them.

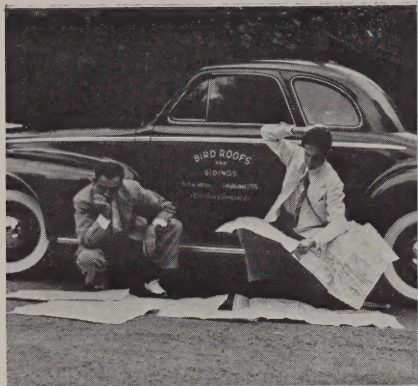
B. J. Overholt went to California on his vacation. Mary Curran and Ann Guerin went to Denver, and Alice Kodl went West too. Fran Johnson seems to be about the only one who went East. Myrtle Brebach went to Wisconsin. Quite a few stayed close to home this year and brushed up on their golfing, swimming, etc. Gordon Lampton entertained "in-laws" during his vacation.

Some people have all the luck. Pete Williamson was looking for a good buy in a new house. The real estate man told him if he came back twice more he would make him a gift of the house.

Ollie Jones was the boy you saw driving Teddy Lyons' new car off of the field at the Teddy Lyons' Day celebration recently.

The horse-shoe champs, Mr. "that's no good" Gach and Mr. "Lucky Lou" Lance are doing a lot of crowing. But there will come a day, won't there, boys?

John Matcha returned from his vacation



T. D. Blanchard, Division Inspector in the Southwestern Roofing Division and Robert Peterson, son of R. D. Peterson, Southwestern Division Sales Manager, "lost" somewhere 'in the Blue Ridge Mountains of Virginia'. As part of their vacation, these two men took a trip which included Virginia, Pennsylvania, New York World's Fair, North Carolina, South Carolina, and Georgia. This picture was taken by Alfred Kilham, son of A. D. Kilham, Sales Manager of the Southern Roofing Division.

without fish. This is the first time this has happened in years. Too bad you didn't have one of these nine o'clock round table fishermen with you, John. They can get them any time, any place, any how.

The Chicago Soft Ball team finished second this year—not from the top—from the bottom. Well, they had a lot of good times except perhaps Gordon "Shiner" Lampton, who slid into second base colliding with an opposing player, his nose being on the receiving end. What pretty eyes you had Gordy—colors no artist could paint. The team wants to have an explanation as to the final batting standing of "Cheap Hit Hawes." He says the ball is too big, but the team has another answer. Anyhow "Slugger" Manteuffel finished on top with an average of .458.

Just as we go to press we learn of the death of Miss Irene Kelly who had worked at the Chicago Office since 1936. We extend our sympathies to her family.

The new men's bowling shirts are "wows". The girls have started a bowling club this year, playing Thursday nights. They're all working hard towards the prizes which will be given from the money each girl is donating every week. Good luck!

Capt. Blaze Sullivan knows where to get the biggest bargain in town—a big Bar-Be-Que hamburger for a nickel. If you never tasted one of these you don't know what you are missing.

Harry Jansen just returned from his vacation spent in Minneapolis. While he was gone "Spitz" Grosscup kept No. 1 machine in high, and how!

Ted Polek is starting to take his garage along with him wherever he goes. Every day he brings one more piece of it with him.

James Comiskey gave the girls in New York a treat. He spent his vacation there and many a heart was broken when he left for home.

SHREVEPORT MILL AND OFFICE

GRACE FULLER
ROBERT JENKINS

CHARLES HOUGHTON
GEORGE GRAY, JR.

An early morning encounter the other day was Willie Winkler leading a cow down the main highway.

We wonder how Willard Troquille, John Scheen, George Gray and Harold Maricelli

enjoyed the Phil Harris dance at the auditorium? The price was high for so little dancing.

Carl Beaird is pretty good at bouncing a plane to a landing; but a little hard on the constitution.

Johnnie Scheen is really popular with the girls. Doesn't even stop in front of the house of his favorite.

The Shreveport flag pole was erected with difficulties, after two tries "Old Glory" now flies above the plant.

Did Willie Smith ever find out how the powder got on his car after spending all day polishing it?

George Montet and Willie Winkler took away the prizes at the City Table Tennis Championship.

Night parking on Cross Lake has gone up. It cost one certain party \$10.00.

It seems that Willard Troquille is trying to grow a mustache. "Red" tells me that he forgot to shave his mustache the other night.

Frank, Phil and Johnnie Leon have good treasurers nowadays. Their wives send after their checks if they are late getting off from work on payday.

Johnnie Scheen is in the market for another car; "Take Notice Oliver".

C. C. Pregge has taken over a territory in South Louisiana. We miss him at the office but not so much as we imagine he misses "The Dutchess."

We welcome into our organization Helen Berberich in the Stenographic Department and J. B. Pace as the messenger boy.

Robert Jenkins has returned from his vacation in California where he saw Dorothy Lamour without her sarong.

Eddie Houghton reports a delightful vacation in the New England States, spending most of his time in Maine and on the coast.

After reporting a wonderful vacation through the southeastern states where he saw M. Carroll, T. D. Blanchard went immediately to an eye doctor.

FIVE LOSE TIME

WE are sorry to have to report five men who have lost time since the last issue of the *Review* appeared.

On Monday, July 29, Konstanty Geigol injured his hand and right

Greetings from one-year-old Irene Lowerison, daughter of Vaughn Lowerison of our No. 1 Box Shop.



Lois Walsh, daughter of Mr. and Mrs. Edward Walsh enjoying a pleasant sail last summer. Edward works at our Roofing Plant.

wrist by failing to observe safety rules while cleaning out a clogged pump. He first shut the pump down according to instructions, and then after starting it again apparently attempted to reach inside to make a further adjustment while the pump was running. He has not yet returned to work.

August 13 was the date of our next accident, when Frank Erker at the Flooring Undercoat Department hit his leg against a core causing a contusion with hematoma of the right side. He lost six days.

The next day, August 14, Leo McTernan of the Insul Bric Department at the Roofing Plant fractured his right great toe when he and another worker accidentally dropped an empty skid which they were moving into position. He was out of work one month.

A serious accident occurred at the Flooring Plant on Friday, August 30, when Avard Johnson of the Print Machines caught his right hand between the pull rolls and the guard while feeding the sheet into the machine. His right hand was crushed and he received a compound fracture of his middle finger. He has just left the hospital and will be out for some time yet.

During September, we suffered only one lost timer. On September 10, Francis McMahon of the Roofing Granule Plant fractured his left cheek bone in a rather unusual accident. He was adjusting the finishing rolls by inserting a chisel between the rolls when the chisel got out of control and flew up and

hit him on the left cheek causing the fracture. He is still out.

Three months to go until the end of the year. Can we make them all safe and accident free?

BASEBALL NEWS

BY THOMAS WOOD

THE Bird & Son Baseball Team participated in 25 games this season, winning 13, losing 11 and tying 1. This record is not as good as was expected, but it takes more than one season to build a good team. Shift work and Saturday work bothered our chances somewhat.

Our team took part in two benefit games this year: July 4, we played the North End Club of Norwood at Norwood High School Field for the benefit of Norwood American Legion and on June 23, we played Revere Copper and Brass at Sargent Field, New Bedford, in a benefit game.

We played against some of the fastest teams in the State this year including the Norton Grinders of Worcester (State Semi-Pro Champions for 1939 and 1940), the Braintree White Sox, St. Marie Holy Name AA of Marlboro, Revere Copper and Brass (City Champions of New Bedford), Medfield State Hospital, Atwood Semi-Pros of Carver, and the Natick Collegians.

Players on the Bird & Son Team this past season included Charles Geraghty, Flooring Plant; John Maguire, Jr., Paper Mill; Ralph Surette, Flooring Plant; John Phelan, Boiler Room; George Bader, Roofing Plant; Moses Bader, Flooring Plant; Arthur Harrison, No. 1 Box Shop; John Dixon, No. 1 Box Shop; Martin Brennan, Flooring Plant; John Haz-

Joseph O'Brien, strong boy of the Flooring Shipping Department. Joe is quite a wrestler in his spare time. He says his job puts him in good form for wrestling and his wrestling keeps him limbered up for his job.



SUGGESTION AWARDS

AUGUST

THE following suggestion was classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Larger Tank at DFW—Joseph Caspignano, DFF

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Metal Brackets for Direction Sheet Box at No. 1 Wrapping Table—Louis Adamek, FC
Fire Extinguisher for PSL—Charles T. Beaird, PSL
Metal Plate to be used in making Proslate Boards—Oscar L. Bowman, FC
Calling Cards—Wm. J. Brebach, FC
Make Shorter Tubes—Felix J. Counter, FFR
Water Pipe Covering Slate Section—Benjamin Cozzi, FC
Dust Pipe Over Idler Slate Section—Benjamin Cozzi, FC
Change of Drive at No. 3 Cutter—Louis H. DeBaggis, FBPI
Rough Iron Plates Near Elevator, FXC—John P. Dixon, FXC
Clamp on Shaft, at Back End, When Running Asphalt Felt—Henry Eklund, FBPA9
Guards on Fountain Gears—John Folan, FXR
Box Covering for Start and Stop Buttons—Ruel G. Fulton, FBPM9
Eye Bolts for Bearings on Embossing Roll—John G. Graney, FBM
Ball Bearings for Gears for Saturator on No. 1 Machine—John G. Graney, FBM
Angle Irons at Plank Bridge Over Railroad Track—James Hopkins, FC
Safety Screens on Machine Shop Windows—William O'Connell, FC
Hanger or Rack Outside of Shower Bath in Washroom—William O'Connell, FC
Build up Soapstone and Talc Feed Hoppers—Esidoro Pumbo, FBPM9
Safety Hook on Carriage at FBPM9—Wallace Richardson, FBPM9
Hinged Guard for Power Cutter—Irving Slaney, FBI
Guide for the Top Piece of the Bar—Bernard Van Brussell, FC
Measuring Device for Overlay—John Ventresco, FBP
Method of Washing out Roller Bearings—George Wise, EMM
Relocate Limit Switch on FBPM9 Winder—Ernest Wood, FBE
Extend Walk Over Coating Section—John Wosner, FBPM1
High Back for Doctor Blade Overlay Squeeze Rolls—John Wosner, FBPM1

The following were given an additional award of \$10.00 for having had five suggestions accepted: Benjamin Cozzi, FC, Ruel G. Fulton, FBP, James Hopkins, FC, Esidoro Pumbo, FBP.

SEPTEMBER

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Deadening Felt Wrappers—Edward Stadt, FC
Turn Table for 18" and 19" Rolls—Bernard Van Brusell, FC

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Hand Wheel DFGM1—S. R. Anderson, EMM
Pads for Posts in DP34 Bldg.—Vincent Cicerelli, DPV
Electric Clock for Slate Dept. on Roof—Joe Cozzi, FC
Mirrors for Cranes in DP34—Louis W. Doyle, DPV
Change Clamps on Crane Beams—Louis W. Doyle, DP
Trim Scraper in Overlay—Karl B. Eklund, FBPM1
Special Wrench for Rug Pull Roll—Gordon Girling, FFR
Lower Valve on Water System for Overlay Slitter—John E. Hunt, FBPM
Special Guard for Plugging Machine in FFR—Roy Massey, FFR
Lumber, Pipe and Ladder Rack on FBW Truck—Helge Ostrom, FBW
Roller Near Pull Rolls on No. 9 Fin. Rack—Paul Pepper, FBPM9
Surplus Powder Soap Receptacle in Wash Room—Ted Polek, FC
Water Line to No. 1 Mill Jordan Room—Gareth C. Rouillard, DMB
Eliminate Right Angle Turn in Cartridge Half Stuff Line—Gareth C. Rouillard, DMB
Pipe to Guide Loop Back of Saturation Pan—Alphonse Trask, FBPM9
Chains to Hold Slitter Knives—Bernard Van Brussel, FC
Special Guard Around Clutch Handle at FBPM9 Winder—Perry Williams, Jr., FBPM9

Two suggestors were given an additional award of \$10.00 for having had five suggestions accepted: Joseph Cozzi, FC, Roy H. Massey, FFR.

lett, Roofing Plant; Henry Hosking, Finishing Mill; Thomas Wood, No. 2 Box Shop; and the following players outside the Bird & Son organization: Donald Smith, Thomas Thornton, and Otis O'Donnell.

Anyone who is building a home or doing any remodeling will be interested in the Fall and Winter edition of the House Beautiful Building Manual which is now available at our Library in East Walpole.



Ernest F. Smith, Jr., year and a half old son of Ernest F. Smith of the Flooring Shipping Department. This fine looking youngster recently won a photographic contest in Norwood and we can see why!

VETERANS' LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during October and November, and of those who complete twenty or more years' service during these months:

	OCTOBER	Years
John Dower	10- 1-1895	Maintenance 45
H. L. Engley	10- 9-1901	Roofing Plant 39
Victor Purdy	10-12-1907	Maintenance 33
Alice Fales	10-28-1907	Office 33
Jeremiah Cullinane	10-10-1910	Maintenance 30
Nils Lindequist	10-11-1910	Flooring Plant 30
John Foley	10- 4-1911	Roofing Plant 29
Anthony Wosniak	10-11-1912	Flooring Plant 28
John P. Dolan	10-31-1912	Box Sales 28
Mary B. Foley	10-14-1913	Office 27
Michael Curran	10-19-1913	Flooring Plant 27
Ludwig Anderson	10-30-1913	Maintenance 27
Michael Uzdavins	10- 5-1915	Paper Mill 25
Julia Dolan	10-16-1916	Box Shop 24
Michael Damules	10-16-1916	Roofing Plant 24
Lawrence Doane	10-30-1916	Paper Mill 24
George E. Smith	10-27-1917	Asst. Superintendent Roofing Plant 23
Catherine Brady	10- 7-1918	Box Shop 22
James Duda	10-14-1918	Paper Mill 22
William Lewis	10- 1-1919	Maintenance 21
Nicola Benedetti	10- 6-1919	Flooring Plant 21
Harry Godkin	10- 7-1919	Maintenance 21
Joseph Uzdowinis	10-27-1919	Flooring Plant 21
D. E. Merrill	10- 4-1920	Credit Mgr. 20
Sulo Salomaa	10- 8-1920	Power and Steam 20
P. N. Hills	10-18-1920	Asst. to Manufacturing Manager 20
Geo. F. Campbell, Jr.	10-25-1920	Office 20
Cyril McCue	10- 5-1925	Flooring Plant 15
William Hall	10-16-1925	Flooring Plant 15
Joseph Destito	10-19-1925	Flooring Plant 15
Teodor Michienzie	10-28-1925	Roofing Plant 15
Dorothy F. Allan	10- 3-1935	Office 5
William Flynn	10- 4-1935	Flooring Plant 5
Peter Kurulis	10-14-1935	Paper Mill 5
Bernard Walker	10-15-1935	Flooring Plant 5
Gunner Gottberg	10-16-1935	Maintenance 5
Walter Travers	10-21-1935	Paper Mill 5
Roy D. Upham	10-21-1935	Flooring Plant 5
George Herron	10-21-1935	Flooring Plant 5
Sophie Sienkiewicz	10-31-1935	Box Shop 5
PHILLIPSDALE		
Charles Smith	10- 6-1916	Plant 24
Tony Sousa	10- 9-1916	Plant 24
Andrew Oates	10-18-1935	Plant 5
CHICAGO		
Eric Gach	10-14-1918	Superintendent 22
Harry A. Brandau	10- 1-1920	Office 20

NOVEMBER

	Years
Marshall Grant	11-10-1894 Power and Steam 46
Ernest Stather	11-18-1901 Box Shop 39
Erick Johnson	11-20-1903 Paper Mill 37
P. H. Bailey	11- 1-1904 Advisory and Consulting 36
Timothy Riordon	11-12-1907 Maintenance 33
Lewis Walter	11- 5-1908 Box Shop 32
Michael McDonagh	11- 6-1911 Paper Mill 29
Charles J. Watson	11- 9-1912 Roofing Plant 28
Mike Sawkiewicz	11-20-1914 Paper Mill 26
John Moylan	11- 6-1916 Paper Mill 24
Anton Blazic	11- 7-1916 Paper Mill 24
Marion A. Tolman	11-26-1917 Office 23
Wilmer Wiggins	11-27-1917 Box Shop 23
Walter McDonough	11- 4-1918 Maintenance 22
Louis Maida	11- 4-1918 Paper Mill 22
Anthony DiFalco	11- 5-1919 Flooring Plant 21
James Van Hoy	11-10-1919 Roofing Sales 21
Charles Borowski	11-26-1919 Box Shop 21
George Petraitis	11-28-1919 Flooring Plant 21
Alek Wilkish	11- 1-1920 Paper Mill 20
Welthea M. Smith	11- 1-1920 Office 20
William P. Carr	11- 9-1925 Roofing Plant 15
Jesse B. King	11- 9-1925 Maintenance 15
Eleanor Morse	11-13-1925 Office 15
Alice Conley	11-16-1925 Office 15
Helen Curran	11-23-1925 Office 15
Hugh Gardiner	11-12-1935 Roofing Plant 5
Helen Sironka	11-25-1935 Box Shop 5
PHILLIPSDALE	
William Livingston	11-14-1910 Plant 30
CHICAGO	
Della Lyndon	11- 1-1917 Office 23
Louis Droege	11-17-1917 Plant 23
Bennie Macklin	11- 4-1919 Plant 21
Peter Wagner	11- 4-1919 Plant 21
Frances Johnson	11-18-1925 Office 15
BERRY ASPHALT COMPANY	
Garland McKissack	11-15-1935 5

TENNIS

By KAINO PANE

AS the tennis season draws to a close more activity is evident at the courts than there has been all summer. The weather man has favored us with ideal tennis weather the past month with the result that the tennis players have been out in full force at night after work.

The doubles tournament has proved to be the most popular activity which we have ever run and at this writing it looks as though the result may be a deadlock between two or even three teams in which a play-off will be necessary.

Frank Clem and Victor Babel are leading at the present time with an undefeated record and only two matches to be played. Right on their heels are three combinations with only one loss each. These teams are John Phelan and Joe Jablonski, Jimmie Smith and Kaino Pane, and Stan Phillips and Dick Stoddard.

Joe Jablonski and Dick Stoddard have been the surprises of this tournament. Joe has an aggressive style of doubles play which combined with the back court play of his partner has kept his team in the running. When Leon Zinkowski was stricken with appendicitis, Dick Stoddard emerged from the depths of tennis oblivion to help Stanley Phillips. He has proved a "Rock of Gibraltar" on defense.



Bruce Keller of the Chicago Shipping Department celebrated his 56th Birthday this past summer. How was the cake, Bruce?

John O'Kane is the favorite to win the annual singles tournament but Al Kimball and Carl Clem are not conceding it to him by any means. Al defeated Stan Phillips in a grueling contest 11-9, 7-5.

ANTONIO ARVENTUROSO

WE are sorry to record the death of Antonio Arventuroso, aged 48, worker for the past 20 years at our East Walpole Stock Handling Department. Mr. Arventuroso had been in his customary good health, but died suddenly early in the morning of September 18.

Tony was always known as a hard and faithful worker. He had always worked at the Stock Handling Department ever since coming here in July, 1920. He will be missed by his many friends at Bird & Son.

He is survived by his wife and eight children and to them we extend our sincere sympathy.

ACKNOWLEDGMENTS

Your kind expression of sympathy is gratefully acknowledged and deeply appreciated.

Mrs. John Marshall (Phillipsdale). Your floral tributes and messages of sympathy received during our recent bereavement are deeply appreciated and gratefully acknowledged.

Mrs. Genieve F. Kennedy,
Mrs. Leonard H. Gimpel.

Gratefully acknowledging and thanking you for the flowers and your kind expressions of sympathy.

Helen Makarevich,
Veronica Makarevich,
Charles Makarevich.

Thank you for your kindness and sympathy at a time when it was deeply appreciated.

Mr. Frank Michaud and family. Your kindness and sympathy will always be held in grateful remembrance.

Mrs. Palmina Arventuroso



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Master-Bilt Thick Butt
Custom Built
NEPONSET Double Twins
Lock-Butt
Tri-tab Hex
Art Wall Siding
Weather-Tex Siding
BIRD Insulated Bric-Siding
Master-Bilt Weather-Tex Thick Butt
NEPONSET Twins Thick Butt
Loc-Set Hex-Twins
Individuals
Giant Individuals
Copper-clipt
Art-Bric Siding

BIRD Roll Roofing

Paroid
Art-Hex
Universal
Mineral Surfaced
Prosplate Roofing, Blind Nailed
American Ready
Old Reliable

BIRD Building Papers

NEPONSET Black
Refrigerator Insulating
Saturated and Coated
Reenforced Kraft Paper
Super Sheathing
Duplex Kraft
Economy

BIRD Wallboard

NEPONSET Wallboard
NEPONSET Tileboard
American Wallboard
American Wallboard, Green One Side
Poster Board

BIRD Specialties

BIRD Built-up Roof Materials
BIRD Deadening Felt
Plastic Cement
Tarred Felt
Roof Coating
Asphalt Felt

Flooring Division

BIRD ARMORLITE Rugs and Floor Coverings

BIRD NEPONSET Rug Border

BIRD Economy Rugs
BIRD Economy Floor Coverings
BIRD Economy Hall Runner

BIRD ARMORLITE Hall Runner

BIRD Lining Felt
Economy Lining Felt
BIRD Saturated Felt
Rubberlike Matting

BIRD CHROMALIN Rugs and Floor Covering

Patterned Plain Jaspé Chromasets

BIRD PERMATRED Floor Covering and Tiles
BIRD Chromatile

Box Division

CONTAINER SECTION

Solid Fibre Cases
Corrugated Cases
Sash and Door Wraps
Protector Sheets

BIRD-FIBRE

WOOD FRAME BOX SECTION

Wood Frame Boxes
Reel Lagging

NEW PRODUCTS SECTION

Spring Panel Suspension Boxes
Rug Cases
Wrap Boxes
Drums and Kegs

Carton Division

BIRD Shoe Cartons

Tack and Screw Boxes

NEPONSET Waterproof Paper Flower Pots

Plant Bands

Special Papers Division

Index Pressboard

Socket Lining Paper

Rocket Paper

Cartridge Paper and Wad

Fusee Paper

Chip and News Boards

Mill Wraps and Heads

Dry and Waterproof Papers for Special Purposes

Industrial Filter Paper

Toe Cap Felt

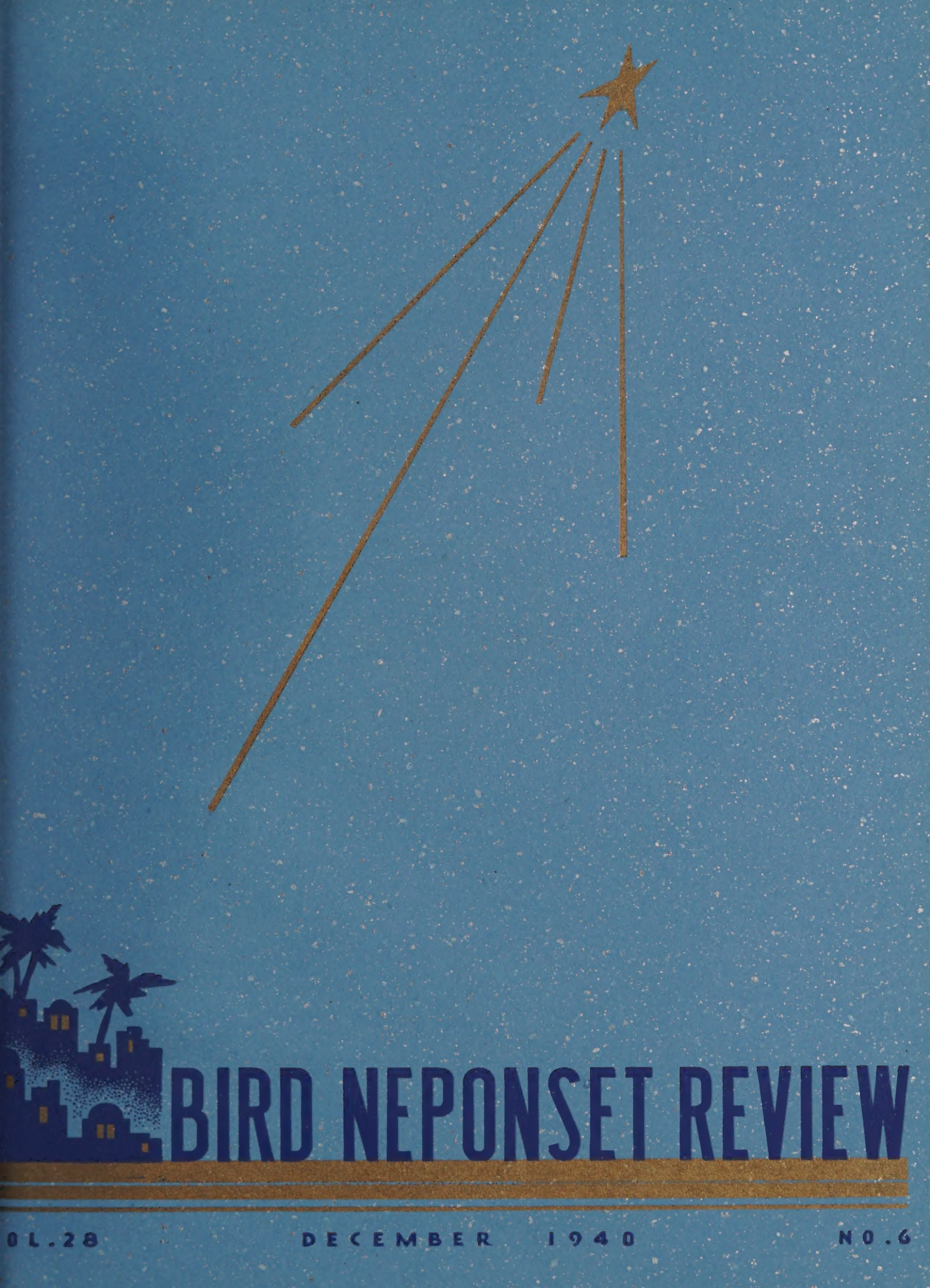
Innersole Board

Cloth Board

Wet Web Saturated Papers



{List of Bird Products on Inside Back Cover}



BIRD NEPONSET REVIEW

OL.28

DECEMBER 1940

NO.6



BIRD & SON, inc.

Established 1795



East Walpole, Massachusetts, U. S. A.

Paper Mills

East Walpole, Mass.
Phillipsdale, R. I.

Box Factories

East Walpole, Mass.

Flooring Plant

Norwood, Mass.

Roofing Plants

Norwood, Mass.
Chicago, Ill.
Shreveport, La.

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President, BENJAMIN H. ROBERTS

Vice-President, RICHARD C. FLOYD

Vice-President, CHARLES W. CONRAD

Secretary and Treasurer, AXEL H. ANDERSON

Advisory and Consulting

PHILIP R. ALLEN

ELMER H. BARTLETT

PHILIP H. BAILEY

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PHILIP H. BAILEY

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Assistant Secretary and Treasurer, W. C. AHLGREN

Assistant Treasurer and Credits, D. E. MERRILL

Assistant Treasurer, H. E. DAVENPORT

Auditor, H. S. WHITNEY

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Assistant Purchasing and Traffic, M. J. HAWKINS

Director of Personnel, B. D. ROGERS

Director of Research, E. M. LINES

Sales

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Sales Manager Paper Products Division, A. M. CLAFFEE

Sales Manager Box Division, C. H. ANDREWS

Sales Manager Carton Division, A. M. CLAFFEE

Sales Manager Paper Division, A. M. CLAFFEE

Sales Manager Roofing Division, E. L. CHAMBERLAIN

Manager Central Division, S. C. TRAUDT, JR.

Manager Eastern Division, W. E. HALE

Manager Northern Division, ROGERS WEED, JR.

Manager Southern Division, A. D. KILHAM

Manager Southwestern Division, R. D. PETERSON

Manager Western Division, W. W. WILSON

Manager Built-Up Roof Division, L. L. WILLIAMS

Sales Manager Flooring Division, H. E. SAWYER, JR.

District Managers

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E. J. ROBERTS C. E. TYSON R. W. WESTCOTT

Sales Promotion Manager, L. S. WRIGHT

Manufacturing

Director of Manufacturing, C. W. CONRAD

Assistant to Director of Manufacturing, P. N. HILLS

General Superintendent Paper, Box and Carton Divisions

R. A. WILKINS

Superintendent Paper Division, J. J. BURKE

Superintendent Box Division, A. D. COLBURN

Superintendent Carton Division, R. L. TUPPER

Plant Engineer, J. A. SHEEHAN

Chief Chemist, E. L. CONNOLLY

Chief Research Chemist, H. T. BARKER

Superintendent Felt Division, T. G. HENDERSON

Assistant Superintendent, R. H. SALISBURY

Chief Chemist, A. H. CHAMBERLAIN

Superintendent Flooring Division, R. M. WIGHT

Assistant Superintendent, B. H. BAILEY

Chief Chemist, J. J. BRADLEY, JR.

Superintendent Eastern Roofing Division, M. R. BEASLEY

Assistant Superintendent, G. E. SMITH

Chief Chemist, F. P. REYNOLDS

Western Manufacturing Manager, J. G. YOUNG

Superintendent Chicago Plant, ERICH GACH

Assistant Superintendent, J. F. MATCHA

Chief Chemist, J. F. COMISKEY

Branch Offices

New York, Chicago

Warehouses

BALTIMORE, BROCKTON, BUFFALO, CINCINNATI, CHICAGO, DETROIT, EAST WALPOLE, KANSAS CITY

MEMPHIS, MINNEAPOLIS, NORWOOD, PHILADELPHIA, SAVANNAH, SOUTH KEARNY, ST. LOUIS



Courtesy University Prints

"The arrival of the shepherds" — Lerolle

CHRISTMAS, 1940

As we approach the Christmas season this year, conditions in Europe make us pause and give thanks for our own blessings, at the same time feeling the deepest sympathy for the unfortunate people in the war-stricken countries. Many of us have relatives or close friends in danger of their very lives. At this season more than any other, we think of them and want to help them.

Christmas here will stand out in sharp contrast to Christmas there. Here we shall have our usual celebrations, our exchange of gifts, our family gatherings and our religious services in a free and peaceful country. There — you can fill in the picture for yourself. But Christmas in 1940 should mean more to us than holiday festivities. It is essentially a day of deep, religious significance and the most appropriate day in all the year for us, who still enjoy peace and freedom, to dedicate ourselves to the work of bringing back the real Christmas spirit of lasting "Peace on Earth, Good Will Towards Men."



Hark! the herald angels sing,
Glory to the new-born King;
Peace on earth, and mercy mild,
God and sinners reconciled!
Joyful all ye nations rise,
Join the triumph of the skies;
With th' angelic host proclaim,
Christ is born in Bethlehem.

Hark! the herald angels sing,
Glory to the new-born King.

Mild He lays His glory by,
Born that man no more may die,
Born to raise the sons of earth,
Born to give them second birth.
Ris'n with healing in His wings,
Light and life to all He brings,
Hail the Sun of Righteousness!
Hail, the heav'n born Prince of Peace!

Hark! the herald angels sing,
Glory to the new-born King.

— Charles Wesley





CHRISTMAS GREETINGS FROM MR. BIRD

ON December 25th we celebrate the birth of Christ. It has been a day of rejoicing for all Christendom, but it will be a day of sorrow for millions of people this year.

Disunited by the illusion of isolation, unprepared as peaceful people to meet a brute force which has for years planned conquest, one country after another has been crushed. Once again, as four times before in our Christian era, a mighty pagan horde has swept through Europe destroying, ravishing and looting.

We should give thanks for our past blessings, but we must solemnly renew our determination to defend Christian freedom won for us by the toil and blood of our forefathers and be ready for greater self-sacrifice and service, if necessary, in the fight for Christian and Democratic faith.

Let us sing "Onward Christian Soldiers" and our old National anthem "America". If we hear the song "God Bless America," let us know that God will not bless us unless we are ready to take care of ourselves and have the stuff in us worth blessing. The future of mankind is again at the crossroads, and Christian civilization is fighting for survival.

When the long fight for individual liberties was finally won by man, freedom of mind brought into the world wonderful scientific discoveries. Great, powerful and ingenious machines were invented and put to work; tremendous natural powers were harnessed to serve mankind; but we haven't been able to master science, and in many ways we have become its slave. Though through science we have been furnished with many luxuries and comforts, it has not given us happiness or contentment. Without realizing it, scientific progress has been over-emphasized in our civilization and has perhaps weakened and softened the moral qualities of man. Our character and spirit and our outlook have suffered from too much dependence upon material things. Perhaps the ordeal of this terrible war in the world represents a revolt against our civilization and particularly a revolt of youth by exaggerating selfishness and materialism to the sacrifice of ideals and aesthetic comprehension.

Man does not live by bread alone.

We must reappraise values in life and attend more to the needs of the heart, spirit and soul.

Our business has greater burdens to bear than ever before, for, more and more, free enterprise is being controlled by government. This can be met if bureaucratic direction is wisely administered, but it is not always so, and many times arrogance of office leads to injustice and unwarranted interference.

For those of us in production, it is difficult to realize the multitude of problems which our executives must successfully solve. One error in judgment or a wrong decision may have serious consequences, for a business must be wisely cared for, trained and nourished or it will die as any other living thing.

Our management is continually striving to find new products, to improve quality, and find new ways to produce more cheaply and sell more efficiently, for all our products are highly competitive.

The future is none too clear. Many millions of people, when this terrible world wide war ends, greatly impoverished and exhausted, will be ready to work long hours for small remuneration. A profound economic war will come, one which will try the ability of our management to the limit of their capacities. If totalitarian philosophy wins out in National Socialism, Fascism or Communism or any other form of Despotism, the individual will count for little. Let us solemnly vow on Christmas Day to accept the responsibilities and duties which may come to us as Christian citizens, give the best that is in us to our job, and all the help and co-operation we can to our management. If we do this we have done the best we know, and we may be sure that we shall weather any storm that may be brewing and keep the flag flying.

With best wishes,

Yours sincerely,

Chairman of the Board

ANNUAL MESSAGE FROM MR. ROBERTS



WE find ourselves in the closing months of 1940 in the midst of vast plans for National Defense, with our thoughts quite properly directed toward that field. However, in these days when National Defense looms so large, we must not allow it to obscure the fact that there exists an equally important basic job—the job of building a firm foundation under our existing business structure and the institutions which support our every-day forms of living.

There are still 131 million people in this country to be fed, clothed and housed, and it is of vital importance that we develop ways and means to carry on this operation more efficiently than ever before, in addition to the job of supplying the National Defense. There will come a time when the demands of National Defense upon our production will not be so severe as they are during the first few years of the program, and we must have our business machine fully oiled and going at top speed when this occurs, in order that we may carry on with as little disruption as possible to our national economy. It can probably be said that the best guarantee for an adequate system of National Defense is for us to build the foundations of our every-day business structures stronger than they ever have been built before. There can be no question as to whether we shall have production for National Defense or for our every-day needs; the two must go on together if our present day standard of living is to be maintained. A weakness in one unalterably weakens the other.

Therefore, we like to consider the opportunities that lie ahead in our every-day business for creating more wealth, so that we shall have a constantly rising standard of living. This can only be accomplished by a constantly rising scale of production. It is probable that the new frontiers which we now face hold even richer promise than those which are gone, and that it will again be possible to follow a course leading to an expanding standard of living and a renewal of productive growth.

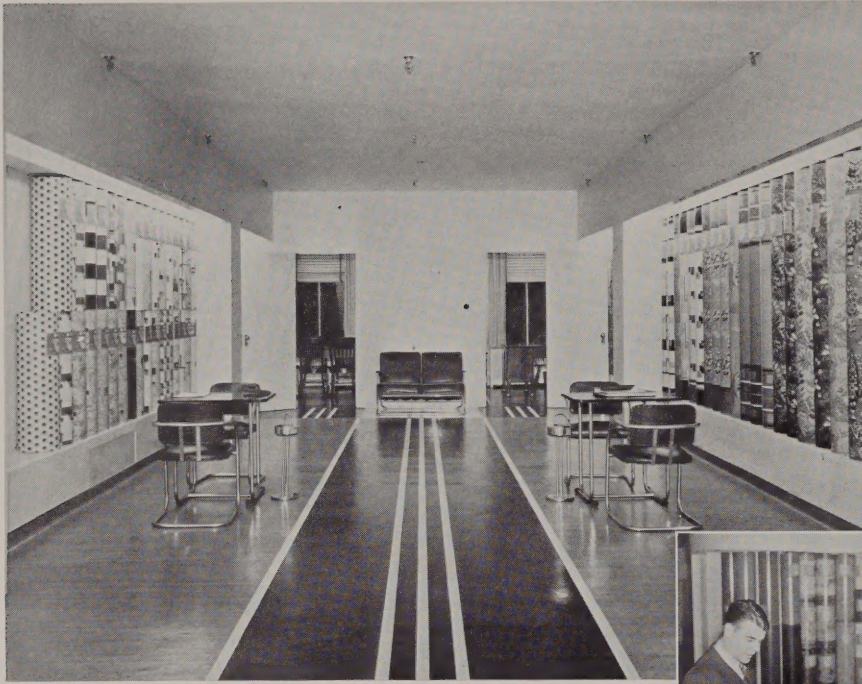
Surveys in the field of housing, in which a large part of our products are used, in the field of transportation, in the field of public utilities, all indicate that there are very definite possibilities for greater increases in production than we have had in the last few years. No doubt the same conditions exist in a majority of industries today. There are new fields to conquer, new frontiers to cross, much more work to be done in order that we may make this country strong and able to sustain the tremendous program of National Defense which is necessary for security and well-being.

These objects are not going to be reached without a lot of work and without bringing up very serious problems for us all, problems which we shall have to work out together. But the members of this organization have never been afraid to work, and once we all see the right course to follow, the spirit of give and take which is essential for the solution of our problems will be manifest.

A Merry Christmas to you and many thanks for the part you have played in our 1940 results.

A handwritten signature in dark ink, reading "Benjamin F. Roberts". The signature is written in a cursive style with a large, stylized initial 'B'.

President.



Section of the newly renovated office at 295 Fifth Avenue. Insert shows Mr. Harold Murley, in charge at the New York office, and Miss Bernice Allen, secretary.

BRANCH OFFICES MODERNIZED

By F. S. HALLETT

Sales Promotion Department

IN keeping with the modern trend of stream lining stores and offices, we have just completed modernizing our New York City Sales Office and our Chicago Floor Covering Sales Office. Both offices have been renovated along practically the same lines, including such modern innovations as fluorescent lighting, up-to-the-minute display racks and display shelves that are easily placed and replaced. Both offices are still in the same locations, but have been entirely redesigned from ceiling to floor.

The new fluorescent lighting completely eliminates the use of direct lighting from either ceiling or walls. No daylight is used as all windows are effectively hidden and proper ventilation is permitted through louvers in the base of the display racks. This newest type of lighting is very much stronger as it reflects off the material in the display as well as off the floor and ceiling. Both the New York and the Chicago offices have special Chromalin floors.

In New York, the display room is used for floor covering, roofing and paper products. At the Merchandise Mart in Chicago, the office is used

to display floor covering only, as Bird & Son has a display room for roofing at the Chicago Roofing Office in the Southwest part of the City.

At New York, the new design was created by the Sales Promotion Department in collaboration with Mr.

what not to carry on the daily work, are to be thanked for their cooperation.

Many thanks are due Mr. Westcott for his untiring watching of the job at Chicago, following a set of instructions issued some 1200 miles away.

Chicago Office, 1940 version, entirely remodeled along the same lines as the New York Office.



Lurelle Guild, outstanding industrial designer, and now counsel on floor covering design to Bird & Son, inc. Mr. William O. Koehler, of our Advertising Display Division, was in full charge of this important piece of renovation and modernizing. He went to New York and stayed with the job day and night until it was completed. Mr. Melvin Chevers and his group of designers and colorists assisted immensely in guiding us on proper color schemes and individualized floor treatment. Many of those interested in sales presentation contributed to making this one of the finest floor covering showrooms that we know of today from the stand-

point of efficient and practical presentation of the line.

The New York Office personnel, Mr. McEndy, Mr. Murley, and Miss Allen, who during the several weeks' period of modernization sat around on cracker boxes and

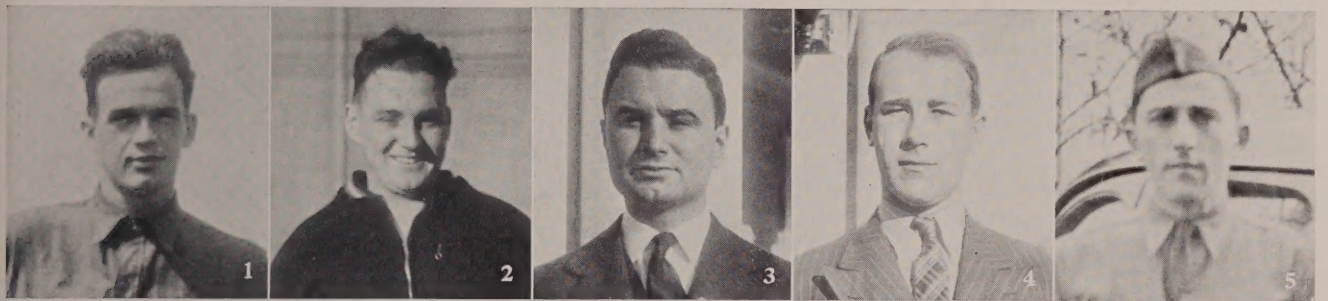
"THEY'RE IN THE ARMY NOW"



These Bird & Son workers are now in active service:

1. L. L. Williams, Jr., Flooring Sales Correspondent, Private in the U. S. Marine Corps Reserve, now stationed at Quantico, Virginia, for a year's active service.
2. Louis Walters, Jr., Flooring Paint Department, Private in the U. S. Army at Camp Devens, Mass. Walters enlisted and went with the first group from Norwood on November 19.
3. Joseph Tulis, formerly of the Flooring Plant, who is now an ensign aboard the U. S. S. Sangamon. This is one of the largest oil tankers in the world and will carry oil between California and the Philippine Islands for the destroyers and battleships located at the Philippines.
4. Frederick Amidon, now stationed as a private at Camp Hulen, Palacios, Texas with Company 211 of the Coast Artillery. Amidon formerly worked at our Print Machines in the Flooring Plant.
5. Sergeant John S. Smith of Battery D, 243rd Coast Artillery National Guard. He was called into active service in September but his term of enlistment was up in November, and he has now returned to his former job at the Phillipsdale Shipping Department.

MAY SEE ACTIVE SERVICE SOON



These men are now members of Active Military Units and expect to be called into full time active service very shortly. 1. Lawrence White, Flooring Undercoat Dept., Platoon Sergeant of Company G of the 101st Infantry, 26th Division, of the Massachusetts National Guard; 2. Michael Wallace, Chromalin Department Flooring Plant, Private in Company G, 101st Infantry, Massachusetts National Guard; 3. Benjamin Beale, Fibre Case Salesman, Sergeant in Battery A, 101st Field Artillery of the Massachusetts National Guard; 4. William Marland, Sales Correspondent, Private in the First Battalion, Headquarters Battery, 101st Field Artillery of the Massachusetts National Guard; 5. Dennis Troisfontaine, Flooring Finishing Department, Private in the Coast Artillery Division of the U. S. Army.

MEMBERS OF RESERVE UNITS



These men are members of various military and naval reserve forces who might be called into active service if the situation became critical at any time. 1. Lester Tarbell, Roofing Laboratory, 2nd Lieutenant of the U. S. Army Reserve, 301st Chemical Regiment; 2. Henry Swanson, Flooring Finishing Department, Corporal in the Reserve Forces of the U. S. Marines; 3. Donald Bergquist, Accounting Department, 2nd Lieutenant in the Massachusetts National Guard Reserves; 4. Raymond Mattson, Beater Room, Private in Company A, Second Battalion, U. S. Marine Reserve. This unit is now training at Quantico, Virginia, but Mattson has not yet been called as he is married. 5. W. L. Spaulding, Accounting Department, 1st Lieutenant in the U. S. Infantry Reserve. 6. Carl Hanf, Flooring Finishing Department, First Class Private in the U. S. Army Infantry Reserve.



In addition to the men shown here there are still other men in Bird & Son now serving, or about to be called, whose pictures have not yet been received. As fast as these pictures are received, they will be shown in future issues. If you know of individuals whose pictures should appear in these columns, please send the names and facts to Department GR.

—The Editor.

BIRD NEPONSET REVIEW

Vol. XXVIII December 1940 No. 6

Published by the Employees of Bird & Son, inc.
In the Interests of the Company and Its
Workers

For the Promotion of
Good Service Good Business
Good Will

Mills: East Walpole and Norwood, Mass.
Phillipsdale, R. I.; Chicago, Ill.
Shreveport, La.

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P. H. Bailey R. C. Floyd
C. W. Conrad B. D. Rogers
EDITOR CIRCULATION MANAGER
E. M. Grout A. S. Blaney
PRINTING FOREMAN, F. R. Meyer

*To be honest
... to be kind
... to earn a little and to spend a little less
to make the family happier for his presence
to renounce when that shall be necessary
and not be embittered
to keep a few friends but these without
capitulation ...
above all
on the same grim condition to keep friends
with himself
—here is a task for all that a man has of
fortitude and delicacy.*

Stevenson.

CREDIT UNION VOTES DIVIDEND

AT the Twenty-Seventh Annual Meeting of the Neponset Credit Union held in Bird Hall on Wednesday afternoon, November 13, the members voted a 5% dividend on shares payable to all members holding shares as of October 31, 1940. This is the same rate of interest which has been paid for a number of years.

Four vacancies were open on the Board of Directors and the results of the election showed that the previous members had all been re-elected for a term of three years each: Leo R. Bernier, John J. Burke, Albert W. Smith, and Howard S. Whitney. The reports of the Treasurer, and the Auditing Committee were heard and approved.

Mr. W. A. Beaulieu speaking for the Auditing Committee reported that there has been a change made in the method of figuring interest on savings accounts. The change does not affect the rate of interest, which

remains at 2%, but the new method will provide slightly higher interest payments for members who make frequent deposits and withdrawals. Both the old and the new methods have the full approval of the Bank Commissioner; some banks use one, and some the other.

ANNUAL APPEAL

NORWOOD'S annual appeal for funds will be held from January 9 to January 20, 1941, inclusive.

The Chest Committee asks your continued cooperation in giving, thereby helping the many charitable agencies to carry on their good work in the community.

The goal for 1941 is \$14,000.00. Your liberal support is solicited.

A. V. Wilson,
Secretary,
Norwood Community Chest.

JOHN H. SMITH

JOHN H. SMITH, for many years our Old-Timer with the longest service, died on October 21, 1940 as a result of injuries received in an automobile accident which occurred a few days previously. Funeral services were held from St. Mary's Church at East Walpole on Wednesday, the twenty-third, and burial was at the Highland Cemetery, Norwood.

Mr. Smith started work at Bird & Son on May 14, 1878, and had been continuously in the employ of Bird & Son ever since that date, making a total of just over 62 years of service. He first started in our Beater Room and was later transferred to the Yard Crew, where for a great many years he served as foreman in entire charge of all our yard operations. Another one of his important duties was controlling the amount of water in the river above our mill, and he always took a great deal of pride in seeing that the mill was provided with plenty of water during dry seasons, and preventing flood conditions from becoming serious in the Spring or other rainy seasons. Although he had given up his duties as far as the yard work was concerned a number of years ago, he still continued with his very important job of watching over the mill water supply until

October of last year when he retired from all active work. He is survived by a son—J. Louis Smith of East Walpole, two daughters—Mrs. Joseph Fair of Newton and Mrs. Harold Murphy of Needham, a brother—Patrick E. Smith of Groton, and a sister—Mrs. William H. Mahoney of East Walpole.

To his family we extend the sincere sympathy of every Bird & Son worker, many of whom knew him personally through the many years of his service here. He will long be remembered as a real friend and one of the most loyal and faithful workers of the company.

ROBERT ROY

WE are sorry to report the death of Robert Roy, foreman of the Asphalt Blowing Department at the Norwood Roofing Plant, on Sunday, December 8. He was stricken with a heart attack on November 3, and had been in a serious condition at his home on Burns Avenue, East Walpole, since that time.

Mr. Roy first began work at the Roofing Plant in December, 1905. He worked in the old Tin Cap and Nail Department, finally becoming foreman there. When that department went out of existence about 1921, he was put in charge of the making of our various plastic cements and coatings. When our own stills were installed, about 1923, his work was extended to include supervision of the asphalt blowing, and in 1937, upon the retirement of Michael Sheehan, Mr. Roy took over the further duties of the asphalt handling operations, which Mr. Sheehan had handled until that time.

Mr. Roy is survived by his wife and two children, Robert T. Roy and Jean, both of East Walpole.

To them we extend the sincere sympathies of Mr. Roy's many friends at Bird & Son.

THE COVER

OUR compliments to Melvin Chevers, Flooring Design Department, who designed our very attractive cover for this issue.

NEW OFFICERS FOR BIRD CLUB

AT the first meeting of the Bird Club Council following the annual meeting in September, Charles Rafuse, East Walpole storekeeper was elected President, replacing John J. Bradley the former President, and Ernest H. Coleman, head of the Cost Accounting Department was elected Vice-President.

The following individuals were appointed as Chairmen of the various activities for the coming season: Auditing, P. F. Rogers; Baseball, Thomas Wood; Bowling, Bruce Farrar; Camera Club, M. E. Tarr; Cribbage, Herman Nordstrom; Executive, John Bradley, Jr.; Entertainment, George Wallace; Finance, H. S. Whitney; Golf, Joseph Coburn; Horse Shoes, Charles Locke; Membership, James F. Hanley; Shuffle Board, Steven Cavanaugh; Soft Ball, Ernest Paciorkowski; Table Tennis, John Woloshyn; Tennis, Kaino Pane; Educational, E. M. Grout.

This season First Aid and Soccer have both been dropped as Bird Club activities. The First Aid Classes will continue under the sponsorship of Bird & Son, inc.



COLD TRUTHS

THE common cold, which we usually disregard because it is so "common", costs this country about \$3,000,000,000 a year in lost

Charles E. Rafuse, Jr., President and Ernest H. Coleman, Vice-President, new officers of the Bird Club for the coming season.



Honorable Mention for Excellence

In the presentation of Safety for general appeal of editorial contents and for attractiveness in physical make-up is hereby awarded to

Bird Neponset Review

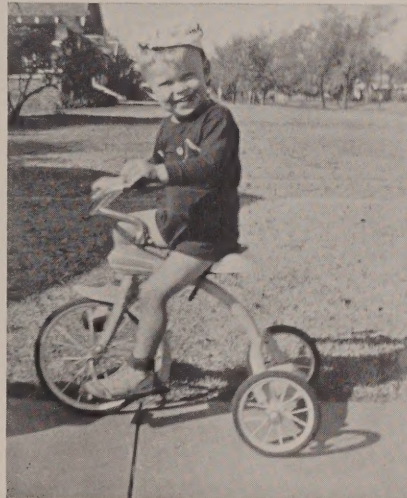
E. M. Grout, Editor

in the Employees' Magazine Contest conducted by the Employees Publication Section of the National Safety Council during the Year 1940



The Festival
President, National Safety Council
M. Ammon
Secretary, National Safety Council
H. J. Cheever
Chairman of the Judges Committee

Honorable mention award given to the Bird Neponset Review in the Employees' Magazine Contest conducted by the Employees' Publication Section of the National Safety Council. The award was made at the annual meeting in Chicago on October 9.



Bobby Beauchamp, 2 year old son of our Oklahoma Roofing representative, H. B. Beauchamp.

wages, cost of drugs and medical care; and the loss to the employers through interrupted work schedules, spoilage and delay is probably even greater. "Just a cold" can lead to all sorts of other complications which may develop into a long illness. All in all, the cold is the greatest health problem in industry.

The only certain cure for all colds is to avoid them. The next best thing is to fight them off at the first sign of a snuffle, a dry throat, or stuffed up head. Go to bed if possible, for rest speeds recovery. You may have a cold, or you may be on the verge of something more serious.

In warding off colds, proper food,

like proper rest, is very important. Milk, eggs, fruit and vegetables all provide the necessary vitamins which protect the lining of the nose and throat where cold germs go to work. One prominent medical authority suggests that the following items be included in everybody's daily diet—a pint of milk, 3 servings of butter, a serving of green vegetables, and an egg.

And, in addition, if you are really serious about keeping free from colds this winter, here are a few other "Dos" and "Don'ts": Keep physically fit—keep comfortably warm—dress sensibly—exercise in the open air daily—avoid sudden chilling and most important of all, avoid persons with colds.

Here is Earle Clark, Western Flooring Salesman, on his vacation in Colorado last summer, with his old friend, the pipe. Earle has smoked a pipe for many years, but since this picture was taken we learn that he has indefinitely given it up, after having burned up pockets in two suits and a large hole in his overcoat he is going to chew gum instead.



PERSONAL NOTES

MAIN OFFICE AND SALES

ELEANOR BADGER
SABINA COSTELLO
MARY BLAZONIS

VERA RANSOW
JOHN MURPHY
DOROTHY McEENEY

We're all glad to welcome Dave Fitts back to Flooring Sales after a year and a half "on the road".

Flooring Sales department was more than happy to help Helen Curran celebrate her birthday with Bird & Son. The goodies disappeared as if by magic but that banana candy certainly ruined plenty of dental work.

Bill Tyson's birthday was one of the social events of the season. All day long he was flooded with gifts, telegrams, phone calls, and last but not least, a special delivery letter from Chicago!

Ask Julia Lewis about the lamp she purchased without a shade for Irene Lamore's shower.

The other evening Mrs. Matthew Naughton (Kay Broderick) entertained a group of her former fellow workers. She has a beautiful home, built by her husband in his spare time. The highlight of the evening was, of course, refreshments, which certainly were delicious. It was really a very enjoyable evening, borne out by the fact that the party didn't break up until the wee small hours.

The number 13 has chased Flooring salesman Fred Jakel around for the past twenty years. Match this, if you can: When he sailed for France during the World War, there were 13 ships in the convoy, they were 13 days in crossing, and there were 13 aviation officers on board; Friday, September 13, 1918 he landed at Glasgow, Scotland; Friday, June 13, 1919 he was in mid ocean on his way back to U. S.; for a time he worked in room 1313, on the 13th floor of the LaSalle St. Station Building in Chicago; he started work with Bird & Son on the 13th floor, 111 North Canal St., Chicago, and now works under Mr. Westcott whose office is located on the 13th floor of the Merchandise Mart, Chicago!

Pat McDonald and Anne Lindsay, and two other friends, took a beautiful motor trip down through the Shenandoah Valley, the Smoky Mountains, along the Skyline Trail, and then up to the Allegheny Mountains and home again.

On October 18, Miss Hazel Streeter, of Watertown, Mass., became the bride of John Barry, Traffic Dept. For their honeymoon, they took a boat trip down to Havana, Cuba, which was most enjoyable.

Mary O'Connell also took a boat trip this fall, and hers was to Virginia Beach, with a trip over to Annapolis, and she reports a wonderful time while there.

Congratulations to Mr. and Mrs. John F. Sullivan, who are the proud parents of a baby girl. Mrs. Sullivan, who was the former Doris Pease, was employed in Flooring Sales prior to her marriage.

Bud Williams was presented with a watch by his fellow workers when he left the office for a year's service in the U. S. Marine Corps Reserve. Bet he'll look real cute in his uniform, eh girls?

As usual, we are saying good bye to one messenger and hello to another—good bye to Bill Ivatts and hello to Bill Walker.

We suggest that people who have accidents



A candid camera shot of three of our girls at the Main Office — left to right, Margaret Eklund — Carton Sales, Eleanor Carlson — Billing, and Mary Towne — Carton Sales. Taken by Eleanor Badger.

on Saturday afternoons pay strict attention to their driving, or do they?

Caroline Sawyer could never hide while wearing those mittens of hers.

Harriet Phelan, Anne Shirley Orent, and Del Sibley took a flying trip to Canada one weekend and the trip almost ended at the customs.

Thanksgiving must have been a happy day for Eleanor Badger, for she came in the next morning wearing a very pretty ring on a certain finger of her left hand.

The girls in the Billing and Comptometer departments have already drawn names for their Christmas Party. Aren't they a bit ahead of the game?

On October 26, Dorothy Elwell became the beautiful and blushing bride of Bill Powers of East Walpole. We all certainly miss her, but know that she will be extremely happy in her new life.

Buttons, buttons, who has any buttons—that is what Alice Fales wants to know. She has lately joined the hobbyists—as a button collector.

Has anyone a workable vacation plan that they would be willing to lend Marshall Lee? The way it stands now Marshall and his vacation will never get together.

Dan Nugent has gone to work for the Lever Brothers Co. in Cambridge. We all wish him luck in his new position.

The miscellaneous shower that the Roofing Sales Department gave Irene Lamore was a huge success. Irene was married on November 9th to William P. McAuliffe.

Mr. and Mrs. W. Squier Munson welcomed Miss Carol Munson into the family on November 4. She tipped the scales at 7 lbs., 3 ounces when born. Father, mother and baby are all doing well.

S. C. Traudt, Jr., Central Roofing Division Manager, who completed 35 years of service with the company last September, has the longest service record of any man on the active sales force.

Miss Ann S. Coale's engagement to W. H. Tylander was recently announced at a cocktail party at her home, Vinita, near Richmond, Virginia. The wedding took place early in December. Tylander is our Roofing representative in Virginia.

Frank B. Ross, Sr. made an election bet with a golfing friend, Mr. Fred W. Hoffrogge which was to work this way: If Willkie won, Ross was to caddy 18 holes for Hoffrogge, and the reverse would be true if Roosevelt won. The bet received publicity in the local papers, and shortly after the election over 200 people gathered at the Rolling Road Golf Club and watched Mr. Hoffrogge, dressed in an unusual costume, start off for the 18 holes, carrying Frank's golf bag!

Welcome to Al Miller as a new correspondent in Flooring Sales. Al has spent some time as a salesman before coming into the office.

Spot Whitaker has recently returned from a hunting trip on the cape, where he claims to have "bagged" twenty-five ducks in a week's time. The amazing feature of this expedition is that he claims to have eaten said kill within the same period of time. If true, either they must have been very small ducks or Spot has a much greater capacity than his appearance would indicate.

When the Central Roofing Division was established about 6 years ago we had five bachelors, namely, Messrs. Rice, Hutchinson, McLaughlin, Emerson and Ford.

Since that time they have married and in some cases have added new members to the Bird & Son family.

Bird Mineral Surfaced Roll Roofing helped save this warehouse at the Norwood Lumber Company when all other storage buildings were destroyed in its recent disastrous fire. If you look carefully, you can see that the roofing material on the side has been scorched by the heat, but it did not burst into flames. Only a narrow roadway separated this building from the one beside it which was totally demolished.





Richard H. Emerson of the Central Roofing Sales Division and Richard H. Emerson, Jr. How about it, Dick, have you enrolled him at Yale yet?

W. W. Ford is the proud father of one son and one daughter.

R. H. Emerson is the proud daddy of Richard H. Emerson, Jr.

J. E. McLaughlin is the proud daddy of a bouncing baby boy.

As for P. P. Hutchinson and Chester Rice—well, they are just married.

Messrs. Hindmarsh, Scheib and Westcott of the Floor Covering Sales Department think that one of the reasons the Chicago election was the cleanest in history was because they were all watchers at the polls.

"They say" Dave Weston thinks quite a lot of our messenger service.

Anne Shirley Orent and Dot Eckert are knitting socks. Anne Shirley, under pressure, admits hers aren't for the Red Cross. Whom are yours for, Dot?

We welcome Harriet Phelan into the Box Sales Department.

If you want to see a grin that tops all grins—ask Dorothy Allan about the week-end she attended Fall House Party at Penn. State.

Eleanor Badger spent the last week of her vacation touring the White Mountains with Solveig Storm, during the early part of October. They both agree that it is the best time to see the famous spots when the trees are all turning and bright with color.

On Saturday evening, November 2, a dinner was held at the Narragansett Hotel, Providence, R. I., in honor of Mr. William F. Sline, Northern Division Sales Representative, celebrating his 25th Anniversary with Bird & Son, inc.

Mr. Chas. F. McKenna, President of the General Building Products Company, Providence, R. I., presented Mr. Sline with a radio in behalf of his many friends and associates. Mr. McKenna made a very pleasing presentation speech and was ably assisted by Mr. John L. McCauley also of the General Building Products Company, Providence, R. I.

To all the fine things that were said about him, Bill in his customary modest manner replied most eloquently and reviewed some of his experiences of the past 25 years that he has been with us. Among those present were several of our sales force, and numerous friends of Mr. Sline.

The master of ceremony was Mr. John L. McCauley of the General Building Products Company who, despite a slight indisposition, suffered earlier in the day, carried on in his usual entertaining and efficient manner.

Earlier in the week, the salesmen of the Northern and Eastern Divisions presented Bill with a golf duffle bag. In addition to the many expressions of good will, every one present expressed the wish that when he uses

the bag, his score will never fall below eighty.

Mr. Brooker, Southern salesman, has sent us an interesting story about two roofs which he sold in 1919—both still doing duty. Both were Art Craft roofing jobs, and the first ones in High Point, North Carolina to be applied over old wood shingles. These started the ball rolling so that Art Craft began to be sold in large quantities there, and now there are many Bird Art Craft roofs in the town, fifteen to twenty years old. So far as Mr. Brooker knows he has never had a complaint or a recover job.

PAPER MILLS

HERMAN NORDSTROM
FRANK MURPHY
EDWARD GERAGHTY
EDWARD COSTELLO
CAROLYN DELANEY

CARL CARLSON

MARY DRISCOLL
PETER GLEBUS
JOSEPH JARLIS
ERNEST STATHER
GEORGE LAMORE

Dorothy Lobisser is spending her evenings in English Classical High School, Boston, completing a post graduate course, majoring in Latin, Algebra and Chemistry.

The mighty deer hunters, Wilbur Fay, John Bandonis and Arthur Eppich had their usual luck this year, each one bagging a deer. Ask John Bandonis the proper thing to do when a black bear charges you. Seems he was "Dancing on a Dime".

We wish to welcome Donald Brennan, Michael Triventi and Robert Knox, our new apprentices.

Speaking of apprentices—it seems that David Regan has a helper now. Ask him how come.

Members of the East Walpole and Norwood Fire Brigades had a special treat at their December meeting when they met at Bird Hall on December 3 and saw two sound-slide films shown by Mr. Ralph Pendleton of the Mass. Safety Council. One film was titled "Handle with Care" and demonstrated proper methods of lifting and handling materials. The other was "Fire", bringing out the important points in fire prevention and fire fighting.

Alice Golding is learning to drive a new to her Chevy.

Bartley O'Donnell certainly does a good job—we will have to lay a new cement floor any day now.

Joseph Jarlis of the Turbine Room and Mary Bandonis, formerly of No. 1 Box Shop, were married on November 9. After the wedding they took a 2 weeks' trip to Florida. Best wishes to them.

William Harper spent one week hunting at Grand Lake Stream, Maine, but got no deer. Better luck next time!

If anybody wants to get the real low down about hunting deer, see John Yadisenia.

PHILLIPSDALE

REXFORD H. SALISBURY
DAVID S. LOWRY

JOHN H. NOLAN
LESLIE E. HOWARD

Congratulations to Louis Doyle who welcomed a son, Leonard Bucklin, on November 21, 1940.

Jack Smith has returned from his army duty having finished out his period in the National Guard. He is now back in the shipping room and he says he likes it better than carrying a gun.

Arthur Turner got in the news recently when a rather serious fire burnt out his home. He is now living in Barrington.

Among those fortunate after Thanksgiving "parties" were Herb Chamberlain, who came home with a basket as usual, and Johnnie Nolan, who came home with a turkey. Alec Matonis was giving turkeys away but just to his mother-in-law.

Three deaths occurred in the Phillipsdale family since the last Review. Mrs. Edith Medbury, wife of Ed. Medbury and mother of Darrell Richardson, Frank O. Hall, father of Francis Hall, and Mrs. Mary Henderson, mother of Mr. Henderson and wife of the late Daniel Henderson whom we all knew so well. Our sincere sympathy is with these men in their loss.

We were glad to hear that John Conley's son, who was quite badly injured in an automobile accident recently, is recovering satisfactorily.

In the pictures of the men who are about to go into the army or who have already gone we do not see that of Einar Tullson or that of Paul Johnson but it looks as though they will be next time for their call numbers are awfully low.

Ted Maddern is at the Naval Hospital in Newport but we hope to see him back again soon.

Mr. Henderson is taking a belated vacation at Sea Island, Georgia. He left just before the snowstorm so we imagine he saw it coming. We hope it doesn't reach him down there.

Long George Condry is looking for a pair of safety gloves. Two finger nails are now gone on his left hand and he is nursing a third.

Instructions will be given by Oscar Lambine on how to punt, throw forward passes and tackle. Paul Johnson is assistant instructor.

Scott, what are you doing with this much talked of Diamond ring? If it is the property of the young lady why not let her wear it?

Bill Andrews and Tim Harrington went pheasant hunting the first day the law was off. Tim beat through the brush to drive out the birds for Bill to shoot. Finally Tim located something and yelled that it was coming Bill's way so Bill up with his trusty gun and toppled over a bantam rooster. Tim

Antonio Padduck, one of our long-service employees at the stock handling department, in fact Tony celebrated his 35th Anniversary with the Company last September. Picture taken by Perley H. Mudgett.





"Sandra" daughter of Michael Silvestri, East Walpole Paper Mill. This picture, taken by Silvestri, was runner-up in the September Camera Club Competition.

didn't come to work the next day so the boys were going to organize a searching party, not knowing how true Bill's aim is, but we soon found out Tim had to rest up a couple of days. Bill claims he would have shot more game if he had more powerful shells.

Walter Gill went fishing the other day and when he came back he told his son-in-law the fish were biting fine for he had just caught 47. His son-in-law then decided to go and about three hours later came back without any fish. He asked Walter where the fish were he caught and he said they were in a pail on the piazza. These were the fish his son-in-law had used for bait.

BOX FACTORIES NO. 1 BOX SHOP

JOHN P. WALSH
EARL BOYDEN

JOHN PHELAN
HELEN SIRONKA
RICHARD SPRAGUE

We welcome Barbara Meyer, new worker in the Solid Fibre Finishing Department, and we welcome back Adel Andrews who is with us again after a five year stay in Europe.

Jim Ellis has gone on his annual trek after the deer in the upper part of the state. We expect to hear some tall ones on his return.

We all extend our sympathies to J. C. Joslin in his recent bereavement.

Frank Welch has purchased a 1941 Chevrolet. Lean Koestner has finally told us that the big day is set for December 28.

We extend our sympathies to Benjamin Baranowski in the loss of his mother. Bennie is now living in his brand new house on Pleasant St.

Who is that mysterious caller from the Shipping room that calls Frieda Baldup up?

We welcome Walter Twiraga and George Bader as new members of the Combiner Room.

Red Shyne has left Bird & Son to work in the Fore River Shipyard. Good luck on your new job, Red.

Late vacationists here included William McGrath, Carl Johnson and Joseph Catalino.

William Carrigan is the proud father of a baby girl.

Ralph Farris is the proud papa of a baby girl

born at the Norwood Hospital, August 14, 1940.

William Murphy is sporting a new to him 1940 Chevrolet.

Paul Curran, our first line of defense, is raring to go!

William Stanovitch, Martin Greene, and Edward Costello are planning to go to the Sugar Bowl game New Year's Day. We hope they make it.

Mystery—where did Henry Ceglarski hire the fur coat he wore to the B. C.-H. C. game?

John Cooke attended the B. C.-Georgetown football game.

Love is grand—but very expensive to Brownie Green. His car has been laid up twice now for repairs, since he has been using Walnut Avenue to visit somebody in that vicinity.

John Dixon attended that B. C.-Holy Cross game and reports a whale of a time.

Sophie Sienkiewicz certainly does blush when a certain one walks through the department.

Louise Collins, Hannah O'Day and Catherine Bellew enjoyed the B. C.-Georgetown game.

It has been rumored that Edmond Bochanowicz will be picking out the ring soon—at least somebody here is getting plenty of attention!

We welcome back Lewis Walter after his recent illness.

NO. 2 BOX SHOP

JOSEPHINE ROSE
ALICE BRADY
HELEN CEGLARSKI

ALMA WALSH
THOMAS WOOD
VAUGHN ALLEN

Joseph Burke has entered his basketball team in the Inland Basketball League at North Attleboro. All league games will be played on Sunday afternoons at the Roll Way. We hope your team has a successful season, Joe.

Daniel Delaney is back on the job after a week's vacation.

Our heartiest wishes for lots of luck and happiness to Everett Seavey who was married to Miss Phyllis Small of Islington on November 9.

Welcome to the following girls who have recently joined our ranks: Marjorie Koch, Mary McDonough and Mary Maroney.

We extend our sympathy to John Wilkes in the death of his brother.

John Sigmund enjoyed a very interesting auto trip for his vacation. John and his friend, William McSwain, covered 3700 miles, visiting many places of interest, including Niagara Falls, Luray Caverns, Natural Bridge and the Glass House, Hillsville, Va. John and his friend were the first ones from Massachusetts to visit the glass house which is made of bottles. The trip also included stops at Gettysburg, Atlantic City, Chicago and Detroit.

Al Lipinski's latest crush is a flaming red head from Randolph. Are you really serious this time, Al?

Bud Shusta is still trying to raise a Charlie Chaplin moustache. Keep trying, Bud. We ought to be able to see it in another month.

Eino Heikkila spent the Armistice week end in Maine, and reports an enjoyable trip.

Catherine Brady has returned to work after a long illness. We are all happy to see her looking so well again.

Mike Sadoway was an interested spectator at the Boston College-Georgetown football game at Fenway Park.

Anyone interested in buying a good used

car, get in touch with Bill Wall in the Shipping Department.

Why go to the theater to see stellar performers when we have in our midst someone who can portray excellent characterizations? For further information, see Joe Burke.

Myles Towle spent November 11th in Maine.

ROOFING MILL AND OFFICE

ARTHUR MCKENNA
JOHN WHITE
LEROY WALTON
MAXMILLAN RABINOVITCH

HAROLD MATTSOON
WILLIAM PERCY
BRUCE FARRAR
KENNETH STUBER

Our hunters have returned. George Gross got a small deer and Don Frazier also brought one back, but Dick Stoddard's trip ended with no apparent results—unless Dick is keeping the information to himself. Don's deer was an 8 point buck.

Nick Radzwill has just moved into his new home in Islington.

We all sympathize deeply with Mike Baranowski in the recent loss of his mother.

Francis Whitty looks keen in his "box" at the Garden for the Tuesday night hockey games.

Les Tarbell was greeted by the Smyrna Mills Brass Band on a recent visit to this budding Maine township from whence he hails. He says that the entire population of 116 turned out to greet him.

Jimmy Gooch brought back a 185 lb. buck deer from his hunting trip spent in Dick Stoddard's neighborhood up in Maine.

Phil Holden and John McDonald are both now driving, new-to-them, Ford V-8's.

Another hunting story. Bronius Uzdawinis was out with his gun the other day, and while examining the ground for muskrat tracks, he suddenly disturbed a cock-pheasant. Putting his gun into position Bruno carefully and unhurriedly took aim and pulled the trigger, only to find that the safety-catch was on. By this time the pheasant was 'way out of range.

Congratulations are in order for Leonard Nordstrom who entered into the field of matrimony recently. Good luck, Lenny.

In the Bird Club Bowling League, the roofing mill teams are one, two, three now. However, a new threat looms up here. Charlie Seavey's Wildcats and Ralph Kemp's Bulldogs will soon roll off to see who will take over the

Eric Janssen of the Roofing Granule Plant, taken on his visit to the New York World's Fair last summer.



undisputed championship for the Plant.

At last the reason for chasing dogs at night has become apparent. Roy Walton bagged a nice fox a short time ago.

Peter Didick and Bronius Uzdawinis visited New York City one week-end, lately, and had an exciting time, particularly on their trip to Harlem.

Stanley Barylak learned that 60 minutes constitute one hour when he left his car for about an hour and a half in a 1-hour parking zone on Milk Street, Boston. When he returned he found the Police department had left a Court invitation attached to his car.

Some of the boys decided to go and see the World's Fair before it closed. Howard Elias, Frank Montisano, Alex Alexandrini, Ted Michienzie and Julius Aukstolis made the trip. We think that the next time Frank, Alex and Julie go, they won't be guided by any taxi drivers!

Andrew Wright is recovering from an operation at the Trumbull Hospital, Brookline.

Warren Manson and Charles Chorlton are sporting new Pontiac cars.

John Graney spent two weeks hunting deer at Grindstone, Maine. No luck—just a wash out.

James McLellan vacationed for a week at Nobleboro, Maine.

Henry Grover's live stock was increased on December 4 by one calf.

John Mattson spent one week hunting on the Cape.

Ernest Wood came home from a week in the Pittsburg Woods, New Hampshire, with a 200 lb. deer.

Ted Pieczonka was seen hunting on the wide open spaces of Wrentham, and the boys say his catch was also a deer.

FLOORING MILL AND OFFICE

PHILIP MACCHI
THOMAS PAQUETTE
LAURENCE GAMMELL
JAMES BUNKER

LEON ZINKOWSKY
ALBIN VIETZE
THOMAS BURNS
EDWARD TRAVERS

FRANK SHIMSKY

At a recent meeting of the Walpole sportsmen, William Coffin was noticed to be real interested in a marine compass. We wonder if he needed aid in navigation.

Anthony Freni recently approached a Vermont man and seriously inquired what kind of tree maple syrup came from. He was told it came from a maple tree, and that when the syrup had all run out, the tree was cut down and sugar scooped from the base, where it had settled to the bottom!

Wild game beware when William Dead Eye Fitzgibbons, Ward One Shot Gowing and Daniel Boone Cherry go a-huntin'. Latest reports are that the trio nearly shot a partridge one day. Dead Eye spotted it first and fired, Daniel Boone Cherry ducked just in time. The shot sailed harmlessly over his head. Then they all joined in the shooting. The barrage was so intense that an American Airlines plane had to circumvent the immediate territory.

We understand that Raymond Boyden was not permitted to join the trio. His new hunting outfit is a dead give-away. No chance at all to sneak up on any game. It's so snappy wild game spot it easily.

One Shot Gowing reports "I was walking along the banks of Ellis Pond. Suddenly I saw two Blue Teal ducks in formation skimming over the top of the water. I raised my gun and fired, and got both with one shot. If you don't believe me, look at the cuffs of

my pants—they're still wet where I waded in after them."

A card has just arrived from Lewis Walter, one of our first recruits for the Army, now stationed at Camp Devens. He writes: "Uncle Sam's army hasn't been too tough on me yet. So far the drills have been few and short, lots of time to hang around, and plenty to eat. We are here for three weeks and then—?? Only 51 weeks to go now!"

WANTED—An arbitrator to settle the argument—Is a Ford better than a Chevrolet (See Arthur Bent). Is a Pontiac better than a Chrysler (See Sam Steele).

We hear that Bert Ellsworth is a good fellow. The contractor had half the cellar dug for his new house before Bert discovered that they were on the wrong lot.

Fred Amidon of the Print Machines is now with the Army down in Texas. He doesn't know which is tougher, his new sergeant or old second hand, Tolander.

Charles Davenport has just returned to work after a month's illness.

Perley Shatney was drawn No. 26 in the draft. It won't be long now.

Lawrence Gammell and Mario Scampini were on the draft boards of Foxboro and Norwood.

Nicholas Puopolo reports that his daughter was recently married.

Anthony Freni is now the proud father of a baby daughter.

From all reports Al Conant has quite a path beaten into Wrentham.

We know now why Ernie Smith is getting so stout. At this writing he had attended seven of those demonstration suppers where they sell you the pans afterwards.

We are all hoping to see Louis Gammell around again soon and wish him lots of good luck for a speedy recovery.

Lawrence White is now a sergeant in the 101st Infantry, National Guard. Any one interested in the advantage of a military training can find no better source of information.

If Hugh Gilmartin finally winds up in Alcatraz we'll know what did it. Hugh has been losing so many bets on football games that he was forced to raid his penny bank to pay off.

Belva Jean, aged 1, and Beverly Ann, aged 3, the two daughters of Mr. Edward Stadt of the Chicago Plant. Mr. Stadt is one of our faithful Review correspondents. Pretty nice looking children we'll say!



Just a couple of our "Glamour Girls" at a recent party. On the left we have Guptill Fillmore of the Flooring Plant and the other one is Newell Tibbetts of the Roofing Plant.

The Harold Boydens have taken on another interest in life. It's another girl.

Ralph Barss and James Carr spent Thanksgiving somewhere in Canada hunting deer. What we want to know is, WHO IS GOING TO BE INVITED OVER TO A DEER SUPPER?

Bud Pierce will take 20 lbs. of fat off anyone that does not need it. He wants to join the Navy and get away from taking a ride about his good car.

John Murphy has taken the fatal step. Congratulations, John.

Joseph McNulty recently spent his vacation in the uniform of a policeman.

Gus Brown and Mike Stellman are recently back from the wilds of Canada stalking game in the Frozen North.

We are surprised Nelson Phillips didn't win the Targo Trap gun.

Elliot Webber received a last minute discharge from the Marine Reserve relieving him of the necessity of going to Honolulu on November 7th.

Anthony Grinavic wound up the vacation season by taking a trip to New Jersey over Thanksgiving on a much needed rest. He has now been married about six months.

Bill Pratt is now a citizen of Walpole. He is living in his new house on Pocahontas St.

We welcome the new men in the Undercoat department, Byron Theall, Marshall Hanf, Martin Balduf, Theodore Paul, Albert Pask, Philip King and Thomas Conroy. May their stay be long and prosperous.

Benny Capone has recently joined the ranks of the happily married. We always wondered what that far away look meant, and now we know. We wish you lots of luck, Benny.

The recent presidential election played havoc with some of the dyed in the wool Republicans. We know of one case where the party who lost paid off in pennies. Some poor youngster is going to wonder what became of his penny bank. Apparently Hugh Gilmartin isn't the only penny bank raider.

Dennis Troisfontaine has joined the Coast Artillery and may be called out some time in January.

George Bigelow must be doing all right by



Presenting Mrs. Kennedy and Mrs. Lampton — the two cooks at the Chicago Roofing Plant Restaurant. And darn good cooks too!

himself in helping build up Westwood with model homes. He now sports a '41 Buick Eight.

Incidentally, Buick eights are popular this year. Edward Crockert also has a new 1941 model.

Walter Wallis was the butt of a mean trick played upon him early this fall. The person who had stolen his traps last fall set them before the season opened this year. Wallis was found guilty of trapping out of season, since his name was found on the traps.

Guptill Fillmore now drives a 1941 Plymouth.

One never could realize how flat a fly could be until seen after coming out of the new press we have down here.

Daniel Boone Cherry on one of his recent hunting trips was stalking stealthily through some low brushwood when he heard a rustle in the shrubs. He quickly raised his gun and fired again and again. On the fourth shot the bird succumbed, and when the smoke cleared away there was one dead rooster and not far away an infuriated owner. Alas and alack! how was Cherry to know the rooster was in a pen. He willingly paid the \$2.50 asked for by the owner.

Jim (B.C.) Hazlett is now a full-fledged Thespian, having done his part in a recent local play—"Ann—What's Her Name."

Why does Barney Coyne keep us guessing—or is he himself guessing along with us?

John Burke has been seen in a waiter's uniform at the Hotel Statler. Oh, pardon us, he tells us he attended a formal dance there, and was the guy who paid the check—not the one who wrote it out!

Does Major Bowes pay Carl Hilton for the bragging he does about Plymouths?

Bill Alukonis has been successful in the hunting season so far, having bagged a cock pheasant.

CHICAGO MILL AND OFFICE

GLADYS DAVIS
RAYMOND GUSICK

EDWARD STADT
M. C. THOMPSON

Our Fire Brigade boys make fellows like Glenn Cunningham and Ozzie Simmons look like snails going to a funeral. If you want to see speed, watch them during the next drill.

Our new electrical engineers are Messrs.

Gach, Matcha and Fuller (they operate toy trains!).

Sloppy Sam made a guest appearance in the machine shop, and were we mortified!

Two parties helped make the last few weeks worth living—first, to celebrate Marty Thompson's new job as salesman in Michigan, and the second one to cheer Frater Berglund on his way. He'll find out that an office chair is easier to ride than a horse's back.

The sales department is at full strength now with two new correspondents. Howie Ball replaces Al Berglund, who is now on active duty. LaGrange is his home town, but all his girl friends live in Chicago (near the Edgewater). New Jersey, Pennsylvania, Chicago and points west give us Earle Aldred, who now handles the city desk. Married to a blonde in a deep green dress, we know things will be adequately taken care of.

The Irish had their "Nite of the Big Wind", and we people in Chicago had our day of the big wind! We all thought we were in the army in that "draft".

Why have Bud Lester and Jack White taken up bowling?

Has anyone seen Lightning Bill Frederick's Stetson hat?

Flash White surely travels fast—from Rhinelander Wisconsin to Riverdale, Illinois, in no time at all.

Advertising man "Mac" McNicholas is walking around like Quasimodo as a result of an automobile accident. Result: ruined car, scared and angry girl friend, and two broken ribs.

Eleanor Bree went home over the Thanksgiving holidays and came back with a new fur coat. Says she didn't shoot it herself but some bear is short his skin.

The new fence makes our place look like a munition plant turning out Government orders, but we don't care, just as long as it keeps the good things in and the bad things out.

For all the latest news tune in to the Phil Checki sewing circle.

Oscar Bowman buys his Cracker Jack so he can give the prizes in the packages to Heinie Langland.

John Blaze Sullivan is on the market for a bicycle built for two. We hope he finds one.

Jack White, whom we all thought was going to be a hermit, turned out to be our Glamour Boy No. 1.

Our girls have a bowling team with Rena Arndt, Edith Johnson, Dorothy Erickson, Toni Linard, Alice Kodl and Gladys Davis as anchor. Lots of good form, but mediocre scores except for Dorothy, who rolled 308. Yep—A perfect score in three lines and then went out and ate a hamburger.

Margy Mulhall turned both grey and white and is now a deep red from razzing about Notre Dame's loss to Northwestern. (Maybe she matriculated there?) But ex-Wildcat "Vange" Burnett went out and sold an extra ten ton order when he heard the score.

Cold weather has come. The sure sign is Gordon Lampton's yearly nose warmer. It's dark enough, but awfully small. Just goes to show that although the will may be strong, the ability seems to be lacking. (But it is distinctive.)

Miss Lyndon, Miss Leonhardt and Alberta Freund took their first aeroplane ride recently. Thrill! Thrill! Next time they promise to go TWA if our old friend Emmett Oakes will pass out the ducats. (Will somebody please send a copy of the Review to him?)

Who had a cake baked for whom? How big was it and where was it served? Ask the assistant Chemist at the Chicago Plant.

We were all glad to see Mr. B. H. Roberts on his recent visit here, and hope he enjoyed visiting us.

Earl Campbell has a new Chevrolet. How come the change, Earl?

Hank Warner also has a new Chevrolet.

The Barber of Canaryville, John Milus, has made his operatic debut. Good luck, John.

We wonder why Bud Lester is so ambitious these last few days. Can this be love?

The money bags, or elite, who suffered through the opera this season include many from the office. Ralph Wohlberg, Bill McNicholas, Earle Aldred, Edward Brown and Don Wood. The last two joined the "400" in formal, and you can still hear Brown talking about the pure white orchid that took half his paycheck.

The other day several of the girls in the office saw John Matcha get out of his car. In doing so the horn blew. Tsk, Tsk, John—you should wear a girdle.

The hunting season is now open. Every Monday morning we hear about all the game shot, but we never see any of it. So we wonder!

Gerritt Craaybeek is hiding behind a Fuller brush. Maybe he doesn't want his Uncle Marty to see him.

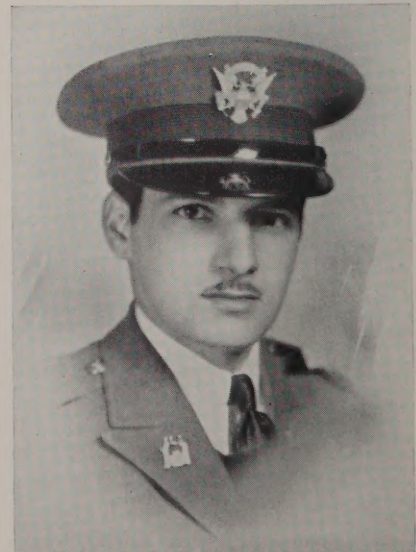
We were very sorry to learn of the untimely passing on of Irene Kelly. The sympathy of all those who knew her can't lighten her family's burden, but we hope having it will give them comfort.

E. G. Manteuffel spent a two weeks' vacation in Florida this month. He reports catching some dolphin, a 75 pound white Marlin, a 35 pound Sail Fish and another kind which we don't know how to spell. What a catch! He is having the Sail Fish mounted—no doubt for proof, because some of the people who have seen him fishing in other sections of the country say the only thing he can catch is cold, even when wearing a suit of long underwear.

Speaking of catching colds, the people at the Chicago plant have been taking Entoral capsules to prevent colds, so at present we have 24,750,000,000 germs of various types and beauty in our midst. If you don't believe it—count 'em.

Among the hunters, we have Deadeye

This fine looking chap is Angelo A. Conti, son of Romolo Conti who works at the Flooring Plant. Angelo is now in his third year at the University of Alabama and he is studying Aeronautical Engineering.





Five beautiful bowlers at the Chicago Office: Back row — Alice Kodl, Lenore Falstrom, and Dorothy Erickson. Front row — Marjory Mulhall and Gladys Davis. The nifty uniforms are really men's bowling shirts put on backwards.

Eberle. Three shots at a rabbit, the rabbit is still running, but Deadeye landed on his back. Tsk, Tsk—these northern rabbits!
We all wish Ed. Stulik a speedy recovery.

SHREVEPORT MILL AND OFFICE

GRACE FULLER
ROBERT JENKINS

CHARLES HOUGHTON
GEORGE GRAY, JR.

John Scheen is still going to see Fay, who said, "Johnnie, I want you to meet my mother, but don't act so dumb."

Hoyt Johnson sure acts differently now—we wonder if it's the little blonde across the street.

Emmert Brewer hasn't worn his football jacket with the satin side out since the Rodessa basketball game a year ago. It sure is pretty, Brewer.

Cephas Meyer and Emmert Brewer are seen so much at the Charity Hospital, people think they are internes there.

We wonder what draws so much attention down Mansfield way.

Harold Maricelli has made a new find here just before Christmas. How about a radio or watch, Harold?

Sewell Winkler says Harold can have her until after Christmas, then look out.

Jack Watts is undecided about his cars; in the past year he tried a Plymouth, V-8 Ford, model A Ford and now he has a Chevrolet. At least he is keeping the automobile salesmen in high spirits.

John Leon still gets a letter now and then from Mississippi.

George Gray, Sr. enjoyed a trip to South Louisiana, where the ducks were plentiful, but Oh how hard to kill!

Among the young men enlisting in the army at the local recruiting station last month was Carl Beaird. He has been assigned to the Air Corps at Tampa, Florida.

Bird & Son, was a joint host with another local company to the Shreveport Foremen's Club at a barbecue given at Mr. J. Beaird's country place on the Cotton Valley Road.

Harvey Faircloth was elected President of the Shreveport Foremen's Club for the coming year.

Ray Wolf has been appointed to the Program Committee of this club.

Dick Potter had a hard time finding the barbecue. Understand he finally followed a mule into the meeting place.

Mr. Young spent an enjoyable vacation on the Gulf Coast the latter part of October.

We are glad to welcome Willie Smith and H. M. West as correspondents in the Shreveport Sales Department.

Also R. H. Newbury and Carl Fischer as outside Salesmen in the Southwestern Division.

A. C. Peatross, a sales correspondent, is now working the Shreveport Territory. Congratulations!

Mr. and Mrs. George Mahoney, our Dallas Representative, are the proud parents of a fine baby girl, born November 18, 1940.

We were happy to have the following visitors this past and present month:

Messrs. B. D. Rogers, W. C. Ahlgren, E. L. Chamberlain, A. H. Anderson, H. S. Whitney, B. H. Roberts, D. E. Merrill of East Walpole and H. B. Pullar, Chicago.

A charming addition to our organization is Miss Winnie Hamilton—new PBX Operator.



By HERMAN NORDSTROM

TWO cribbage parties have been held so far this Fall, both of them very successful. The first party of the season opened with a bang on October 17 with 70 players present. Cribbage prizes for the evening went to Eric Johnson, Finishing Mill, and Amedio De Flaminies, No. 2 Box Shop.

The baskets of fruit which were awarded as door prizes were won by A. H. Anderson, Treasurer, Herbert Johnson, No. 2 Box Shop, Rudolph Mitchell of Norwood, and Raymond Call and Edmund Westrom of the Roofing Plant.

Hoyt Johnson and Frank Kruizenga doing a bit of excavating for some storage tanks recently installed at our Shreveport Plant.



The second party was held on the evening of November 7 with 64 players present. That evening Anthony Mitchell of Norwood and Howard Elias of the Roofing Plant walked away with the cribbage prizes, and the door prizes were won by Joseph Ralkavich, No. 2 Box Shop, William Urquhart, Watchman, William Angus, Walpole, Arthur Knoll of Norwood, and Stuart Farris, Flooring Plant.



By JOHN WOLOSHYN

THE 1940 Season started with a group of Bird Club players meeting a group of boys from Dean Academy. There were 12 boys from Dean, and they lost to the more experienced players of the Bird Club by a score of 20 to 4. A return match will be played later this season.

There are two Bird teams in the Norfolk League as usual, Neponset and Chromalin. New teams entered into the League this year are Gair, Commonwealth, Lexington, and Minute Men. These bring the League total to 12, 3 more than we had in 1939.

The most recent Norfolk League standing shows the following:

Singles:

TEAM	WON	LOST	AVERAGE
Newton	43	11	.800
West Roxbury	41	13	.760
South Shore	32	22	.590
Commonwealth	26	19	.570
Neponset	29	25	.540
Dorchester	21	24	.465
Chromalin	19	26	.420
Lexington	19	26	.420
Needham	22	32	.410
Gair	16	29	.355
Norwood	14	31	.310
Minute Men	12	42	.220

Doubles:

TEAM	WON	LOST	AVERAGE
West Roxbury	5	1	.835
Dorchester	4	1	.800
Chromalin	4	1	.800
Newton	4	2	.670
Neponset	4	2	.670
Lexington	3	2	.600
Norwood	3	2	.600
South Shore	2	4	.335
Commonwealth	1	4	.200
Gair	1	4	.200
Needham	1	5	.167
Minute Men	1	5	.167



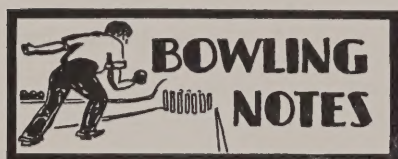
Chester Eberle, displaying a 64 lb. watermelon sent up from the Berry Asphalt Plant at Arkansas to the office at Chicago. This picture was taken by Walter Mantuffel.

NO ACCIDENTS

AS this is being written, we have completed very nearly three full months without a single lost time accident. The last one occurred on September 10.

We worked the month of October and November without any casualties, and now, early in December, it looks as if we might complete the year with a total of only 14 accidents, which would be a lot better than the record of 21 in 1939.

How about it? Can we do it?



BY SAM PIRAINO

AT the present writing the first round of the Bowling schedule has been completed. As the alleys were not finished in time to open according to our schedule, each team has one or two postponed matches to catch up with, which should be bowled during the Christmas open season.

This season seems to be one of extraordinary competition. It's anybody's ball game as the saying goes, even the Bees at present in the cellar of the League, have given the top notch teams cause for high blood pressure. They topped the Indians 3 to 1 and split with the Wild Cats 2 to 2 in their last two matches.

Socially it has been a great success, old acquaintances meet again and resume conversations where they had left off. There are also plenty of new

faces and we have welcomed them with the usual warm smile of sportsmanship. May we take this opportunity to welcome the new Main Office team captained by Donald Bergquist. Good luck boys.

The tattered Sox, well down in the League standing, but well up in the pin fall, will need plenty of mending in the next two rounds if they want to finish in the first division. Your scribe's Dodgers are not doing so well either, but we promise a good fight.

The League standing as of November 27 is as follows:

TEAM	WON	LOST	PERCENT
Tigers (FBI)	24	8	.750
Indians (FBW)	25	11	.694
Browns (FBP)	20	16	.555
Reds (FFR)	15	13	.536
Giants (FX1)	17	15	.531
Cardinals (DMP)	19	17	.528
Dodgers (FF)	14	18	.438
Sox (FX2)	12	20	.375
Yankees (A)	11	21	.344
Bees (FFM)	7	25	.219

High individual single string, Henry

Houghton, Reds—161 pins.

High individual three string, Henry

Houghton, Reds—357 pins.

High team single string—Browns—543 pins.

High team three string—Tigers—1511 pins.

The ten highest bowlers to date:

NAME	TEAM	ST.	AVE.
Paul Calderone	Tigers	24	104.2
Teodore Michienzie	Browns	18	102
William Percy	Indians	27	101
Fred Turco	Tigers	24	100.9
Sam DiFlaminis	Browns	18	100
Julius Aukstolis	Tigers	18	100
James O'Donnell	Cardinals	27	99.9
F. H. White	Giants	18	99.6
Henry Houghton	Reds	21	98.9
Moses Bader	Reds	21	97.4

DO YOU QUALIFY?

R. P. ROBERTS, our roofing salesman in the Syracuse area, sends in the following, which he picked up recently:

REQUISITES OF A GOOD SALESMAN

"Must be a man of vision and ambition, an after dinner speaker, before and after dinner guzzler, night owl, work all day and drive all night and appear fresh next day. Learn to sleep on the floor and eat two meals a day to economize on traveling expenses so you can entertain your friends in the next town.

"Must be able to entertain customers, wives, sweethearts, and pet stenographers without becoming too amorous. Inhale dust, drive through snow ten feet deep at ten below and work all summer without perspiring or acquiring B. O.

"Must be a man's man, a ladies' man, a model husband, a fatherly father, a good provider, a plutocrat, democrat, republican, a new dealer, an old dealer and a fast dealer; a technician, politician, mathematician and a mechanic.

"Must be a sales promotion expert, create a demand for obsolete merchandise, be a good credit manager, correspondent, attend all dealer meetings, tournaments, funerals, visit customers in hospitals and jails, contact all accounts every six weeks, in spare time look for new business, do missionary work and attend factory sales conferences.

"Must have unlimited endurance; and frequent over-indulgence in wine, women, song and dance; a wide range of telephone numbers in all principal cities. Must have a car, attractive home, belong to all clubs, pay all expenses at home and on the road on a 5% commission. Price chiseling and bad debts will be deducted from monthly commissions, plus 2 percent excise tax, 1 percent old age pension and 2 percent "lost sales tax."

"Must be an expert driver, talker, liar, dancer, traveller, bridge-player, poker-hound, golf-player, diplomat, financier, capitalist, philanthropist and authority on palmistry, chemistry, psychology, physiology, dogs, cats, horses, blondes, brunettes, red heads, etc. . . ."

SHREVEPORT BASKETBALL NEWS

THE Bird Basketball Team at Shreveport opened the season with a bang and have won 4 out of the 5 games played so far this year. The prospects of a successful season are very promising.

Members of the team include:

Hoyt Johnson	Paris Martin
Emmert Brewer	George Montet
Cephas Myers	Robert Kennedy
James Pattison]	Richard Johnson
M. W. Marlar	F. G. Dowden
Willard Troquille	George Gray
William Winkler	

GIRLS' BOWLING LEAGUE

AGAIN the Girls' Bowling League is in full swing, with the Gliders (AH) in the lead once more, and the Spares (CD) still a close second. The first list of averages published shows Betty Kugel in first place and Anna Stasis second, Betty with an average of 91.3 and Anne, 90.2.

The "old Standbys" have stiffer competition this year in the weekly prize money, as there are some newcomers who have been hitting the high singles.

Team standing as of December 2:

TEAM	WON	LOST	AVERAGE
Gliders (AH)	22	2	.916
Spares (CD)	20	4	.833
Battlers (FX2)	18	6	.750
Headers (FXF)	16	8	.666
Comps (AB)	13	11	.541
Pick-ups (CCC)	12	12	.500
Bowlers (CF)	9	15	.375
Mixers (T)	9	15	.375
Babes (CPX)	6	14	.300
Ramblers (DMK)	7	17	.291
Filers (VF)	5	19	.208
Typers (VN)	3	17	.150



Russell L. Tupper and Russell L. Tupper, 2nd, displaying their ship weathervanes.

DEMANDS RECOUNT

PERHAPS you have heard about it, and perhaps you haven't, but there has been a hot, closely contested competition between Russell L. Tupper, the Superintendent of our No. 2 Box Shop, and his son, Russell L. Tupper, 2nd. Both have been building ship weathervanes this fall which are exact replicas of a sailing vessel once piloted by Trescott Tupper—father of Russell Tupper, Sr.

The ships were completed late in October and placed on display in the Tupper home at 63 Maple Street, Norwood, where all of the neighbors and friends were asked to vote on them by ballot. The final tally of the vote showed that Russell Tupper, 2nd, was declared the winner by 4 votes, but we understand that Russell Tupper, Sr. claims the school vote decided the election and is therefore demanding a recount!

The ship after which these models have been designed was named the 'Fruiterer' and was engaged in coastal shipping before the Civil War. Trescott Tupper was but 14 years old when he first shipped on the

deck of the 'Fruiterer'. In 1861, the ship left Boston on what proved to be her last voyage and a trip which nearly cost the life of Trescott Tupper. Bound for Malaga with an assorted cargo, the ship was struck by a freighter amidships and Mr. Tupper was believed lost. After four days in the water, clinging to a piece of a broken mast, he was finally picked up by a passing vessel and taken into a Chinese port. Meanwhile the news of the ship's sinking had reached his home town at Kingston, Mass., and it had been reported that Tupper had been lost at sea. Funeral services were held at Kingston and he was being mourned as lost when word came from across the sea that he had been rescued.

The model weathervanes have been constructed of pine and maple saplings and copper wire and are of expert workmanship. By the time this story appears in the *Review*, one will be doing duty on a nearby house in Norwood, while the other is being shipped to New Hampshire for use on a home there.

GIVE HIM A CHANCE

Did you ever stop to ponder
Of the little chance you had,
Of being hurt by autos
When you were just a lad?
You never knew the dangers
Of the highway, or the road,
As old Dobbin plowed along
With his overburdened load.

You played as you wished
As homeward you came,
From the little red school,
Or the one in the lane;
Not a fear did you have
Playing Soldier, and Cop,
That perhaps you might land
On some hospital cot.

Trace back through the years
And recall to your mind,
How carefree you were
As with hook, rod, and line,
You called out to Joe,
And to Harry, and Jack,
And ran to the stream
By the old railroad track.

You had no worry
That some engine of death,
Would cause sorrow and tears
To those you loved best.
No—never a thought
Did you kids have then,
That things would be different
When you grew to be men.

And now you're a man,
And your boy goes to school,
But he hasn't a chance,
If you drive like a fool.
You think you protect him
With rules, and the laws,
But that's not the answer
For they're full of flaws.

He crosses the street
Under guidance and care
Of Tommy the Cop
Who is watching him there.
The kids all love "Tommy"
Their "Tommy the Cop,"
Who calls them by name
When he tells them to stop.

He does a good job,
And he does it with joy,
For his thoughts go back
To when he was a boy!
But, all the kind "Tommies,"
Clear up to the Mayor,
Their hands are all tied
If you don't drive with care.

You had your chance
To grow up to a man
Why not give your boy
The chance that you can.
The answer is simple,
You very well know,
When ever there's danger,
It's stop! or Go Slow!

So, tie a red flag
To each child on your way,
And, then to your Maker
You'll be able to say,
"I saw on each child
A red danger of joy,
And I gave him the chance
That I had when a boy!"

C. A. Boyce.



"Thunderhead" — Prize Winning Picture in the October Competition taken by Ralph L. Watson of No. 1 Box Shop.



BY M. EDGAR TARR

THE feature of the October meeting of the Camera Club was an interesting talk on paper negative making by Mr. George P. Warner of Claus Gelotte Company of Cambridge. Mr. Warner also gave a brief resume of the Bromoil process.

Ralph Watson took first in the October Print Competition with his "Thunderhead". This picture was taken last spring at Moosehead Lake when Ralph, Don Frazier, Nelson Bartlett, and Edgar Tarr went on a fishing trip with headquarters at Nelson's camp. You got a picture anyway, Ralph, even if the fishing was not what it ought to be.

We had a lively time at the November meeting which was given over to an informal print criticism. All the prints entered in the November competition were openly and freely criticised by the members present. Michael Silvestri's beautiful night shot "Gone but not forgotten", taken at the recent New York World's Fair ran away with the competition at this meeting. Both the October and the November winners are published on this page. This is the first win for Ralph this year in our monthly competition

and Mike's very first win since we organized.

One more competition in December for 1940 and we will have the season winners of our monthly contest. Warren Kumblad is leading by a fairly comfortable margin, but second and third places may be anyone's. It is a close race and as it should be—much more interesting and exciting than last year.

Two of our members, Don Frazier and Paul Kugel, will show some color slides for us at the December meeting. Both these members have become interested in color this past summer and should have some slides well worth seeing. Don says that his are good, bad, and indifferent. Maybe we can learn something from his mistakes.

We are scheduled to have a 50 print exhibit loaned us by American Photography on display in the Exhibition Room off the E. Walpole Brigade Room from December 3 to December 17. This is a one man show. To the uninitiated this means that all the prints exhibited will be the work of one person, namely, Leonard Misonne, internationally known Belgian Pictorialist.

The annual meeting committee, George Burhoe, Hilda Rafuse, Louise Geary, and Lawrence Lindblom, inform us that we are going to have a big time at our annual meeting in January to celebrate our Third Birthday. It looks like a banquet in the offing, members!



BY FRANK EISENHAUER

THE American Red Cross recently posted the figures for accidents in their survey throughout the United States ending in June, 1940. The results were as follows: Killed by automobiles, 32,600; killed in the home, 32,000; and in addition there were over 8,000,000 injured. Those who are interested in First Aid, immediately wonder how many of those 64,600 people died because of improper handling at the time of the accident, or because no one present knew how to render First Aid.



"Gone — But Not Forgotten" — Prize Winning Photograph in the November Competition taken by Michael A. Silvestri of the Paper Mill.

It is obvious that doctors cannot always be on the spot when accidents happen and in the absence of a doctor, the next best thing is a good first aid man. We can't all become doctors, but we can become good first aiders by studying the subject and doing what we can toward saving a life until a doctor can reach the scene.

So that still more people can learn about First Aid, Bird & Son sponsors, First Aid Classes each year. On November 15, 1940, the First Aid activities for the 8th year at Bird & Son got under way and everything looks very promising for another successful year. The course now being given is the standard first aid course which in turn will be followed by an advanced course if there are sufficient enrollments. Twenty men and women are now registered in the standard course, some of them taking it for their own personal benefit and others studying it to pass the information along to other groups, such as the Girl Scouts and the Boy Scouts, in conjunction with the Defense Program.

NOTES OF INTEREST

On October 15, 1940, the Bird & Son First Aid Team consisting of Charles Rafuse, Captain, Nelson Bartlett, Perley Mudgett, Harold Smith and Frank Eisenhauer, went to Weymouth to give a demonstration in First Aid as part of the program in the Scout Masters' Training Course. They did a fine job and

received many favorable comments.

The First Aid practice sessions are still going strong and some good team work is being witnessed. Particularly interesting is the fine First Aid Team from the Roofing Plant which, we just learn, has been taken on as the official First Aid Squad of the Roofing Fire Brigade. Congratulations and the best of luck. We have started something new at these sessions to break the spell of problem work. There are three persons picked to give 15 minute talks on various subjects. They are told in advance what their subject is to be and are asked to prepare a good informal lecture on the subject. We intend to keep up this practice until every subject in the book has been covered, thus reviewing the theory as well as the practical work in First Aid.

"FIRST COLUMN" FOR US

R. W. WESTCOTT, one of our District Managers in the Flooring Division, contributed the following article to a sales bulletin that appeared in August. It is so good that we publish it here; what he says applies equally well to any job in the organization.

"With all the disturbance in the world today, there is grave danger that each of us will feel that we are no longer standing on solid ground. There is always the temptation to talk war or politics with our customer instead of business.

"Let us get down to fundamentals. Despite the disturbing and unexpected events abroad, the basic laws of this universe have not changed one iota.

"The physical rules by which we have to live are still in effect. Water still boils at 212 degrees and freezes at 32 degrees Fahrenheit. If we do not get enough rest we cannot do our best selling job. We may even get sick.

"The moral laws are still binding, regardless of any evidence to the contrary. Failure to keep promises, oral or written, still brings its penalties sooner or later. This applies particularly to our selling operations.

"The laws of psychology are still unchanged.

"The economic laws cannot be broken without penalty by the salesman, manufacturer, or even the head of a state.

"The success of our relations with

SUGGESTION AWARDS

OCTOBER, 1940

THE following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Change Paint Box on #6 Machine—Carl Altonen, FBPM6
Slate Valve—Norman Anderson, FBPM9
Idler Roll Bearings FXCM2—S. R. Anderson, EMM
Foot Pedal on Clutch on DPG Winder—William E. Conway, DPG
Counter on Label Machine—Betty Doane, FXR
Spot Light on DM30 Crane—Peter Glebus, DMT
Rewinder Diebox Cover—Lewis Jennings, DPW
Corner Trim Metal Die—Dwight Patton, FBI
Tie for Skids in FXR—Victor M. Purdy, EMW
Metal Chute for Asphalt Pail—Joseph Purpura, FBI
Hooks on Slate Clutches FBPM #9—Wallace Richardson, FBPM9
Truck for FFD—Patsy Sansone, FFD
Plates for Tunnel Belts—Herbert Schreiber, FC
A Guard for the Tying Machines—Bernard Van Brusell, FC
Runway for Big Fire Extinguisher—Eugene Walker, FS
Change Guide on Dry Felt Outlet Rolls #9—Joseph Watkins, FBPM9
Pins for Friction Stands on FFN Coating Room Stands—Wilho Wauhkonen, FFN
Platform Over FBPM9 Coating Pan—Perry Williams, Jr., FBPM9
Herbert Schreiber, Chicago, was awarded an additional \$10.00 for having had five suggestions accepted.

NOVEMBER, 1940

The following suggestions were classified as showing a Saving in Manufacturing Cost and given an award of \$10.00:

Reducing Valve on FF Water Line—Ira C. Goding, FFM
Key Packing Sleeves in Kinney Pumps—Edmund Wenstrom, FB

The following suggestions were classified as of Intangible Value and given an award of \$5.00 each:

Move Ladder at FBPM9—Fred Babel, FBPM9
Improve Truck Loading Platform—Henry Christiansen, FBV
Petcock for Rubberlike Pan—Louis H. DeBaggis, FBPM1
Extend Slitter Roll for Roll Bric—Karl B. Eklund, FBPM-1
Door of Men's Lavatory—John J. Francis, FA
Automatic Shut-off—Everett Jarvis, FBW
Larger Collars on #6 Arbors—Francis McSwain, FBPM-6
Safety Idler on C Engine—Patrick O'Malley, ERB
Plug and Receptacle for Finish Rolls Feeder—Anthony T. Richardi, FBW
Ladder for Slate Hoppers—Louis A. Silvestri, FBPM-9
Additional Holes for Coating Control Wheel—Louis A. Silvestri, FBPM-9
Coating for Custom Built Shingles—Edward Stadt, FC
Guard Over Hoist Gear on Derrick—Edward Streick, FC
Ductor at #1 Slitter—Edmund Wenstrom, FBPM1
Turning Over C. Engine Reverse—Geo. Wise, EMM
Shut Off Switch on New Cement Mixer—Geo. Wise, EMM
Step to Platform from #3 Cutter, FBPM-2—Luigi Zinni, FBPM-1

Four men received additional awards of \$10.00 each for having had five suggestions accepted: Ira Goding, FFM, Edmund Wenstrom, FBPM, Louis DeBaggis, FBPM and Anthony Richardi, FBW.

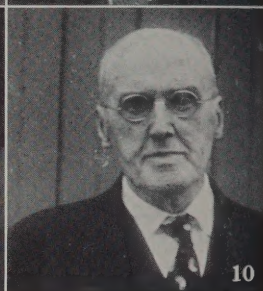
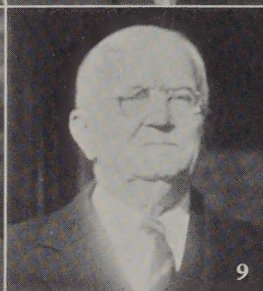
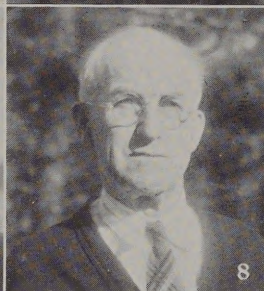
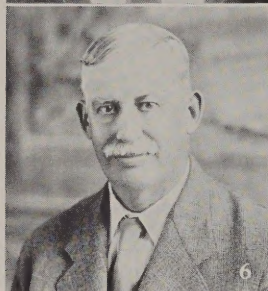
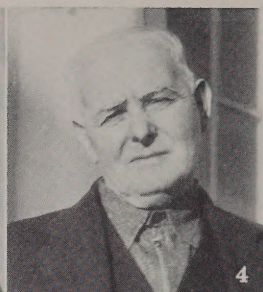
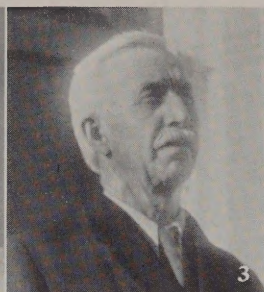
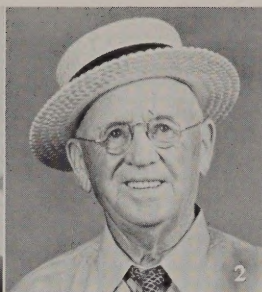
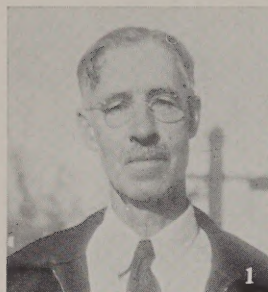
our customers is still founded upon the observance of all these basic regulations which make the world go 'round—physical, moral, mental, social, and economic.

"There is no reason for any of us to lose faith in these fundamentals. Those of us who obey these laws will be successful. Those of us who do not will fail.

"With this faith as a keystone to the arch of our daily thoughts and deeds, there is no reason why we cannot keep courage, optimism, and enthusiasm—no matter what may befall the world in the days to come.

"The Bible injunction, 'What you sow, that will you also reap,' is still an immutable law. If we continue to sow friendly relations with our customers, eight hours a day of attention to business without worrying about war or politics, a reputation for square dealing and the keeping of our promises, and the manufacturing of the best values in the floor covering market, we will reap sales, profits, and income.

"By so doing we become 'first columnists.' If we do not, we go into the 'fifth column' with all the stigma that phrase today implies."



These veterans all observed special anniversaries during the year 1940. All of them have at least 40 years of service to their credit and their service dates when totalled, add up to 525 years! No. 1 — William J. Quinn, Paper Machine Tender, 40 years on March 9; No. 2 — Thomas P. Maguire, retired, 60 years on February 3; No. 3 — Kenneth McLennon, Beater Room, 40 years on April 9; No. 4 — Edward Bonner, Beater Room, 40 years on April 1; No. 5 — Frank Fisher, Safety Inspector, 45 years on April 3; No. 6 — E. H. Bartlett, Advisory and Consulting Executive, 55 years on July 25; No. 7 — Vitus Gleichauf, retired, 45 years on June 7; No. 8 — Frank Murphy, East Walpole Finishing Mill, 45 years on August 19; No. 9 — James E. Smith, Paper Mill, 55 years on August 17; No. 10 — Richard McCabe, Retired, 55 years on August 14; No. 11 — John Dower, Head Piper, 45 years on October 1.

VETERANS' LIST

WE give below the names of those whose fifth, tenth, and fifteenth anniversaries fall during December and January, and of those who complete twenty or more years' service during these months:

DECEMBER, 1940

		Years
A. Hilderbrandt	12-25-1889	Retired 51
A. R. Jenkins	12-13-1894	Flooring Plant 46
Harry Mann	12-1-1901	Engineering 39
Dennis Broderick	12-20-1906	Janitor 34
David Heylin	12-21-1906	Watchman 34
J. S. Robertson	12-7-1908	Office 32
Wilbur Fay	12-9-1908	Maintenance 32
Frank Whitehead	12-19-1908	Maintenance 32
R. G. Fulton	12-30-1912	Roofing Plant 28
Joseph D. McGregor	12-16-1915	Roofing Plant 25
Patrick Feeney	12-17-1915	Roofing Plant 25
Victor Makela	12-24-1915	Roofing Plant 25
Guiseppi Lingo	12-3-1917	Flooring Plant 23
N. Famigletti	12-3-1917	Flooring Plant 23
Enos Masciarelli	12-3-1917	Roofing Plant 23
Anna M. Roundy	12-26-1917	Office 23
Herman Nordstrom	12-8-1918	Paper Mill 22
K. G. Rouillard	12-16-1918	Planning 22
Emil Sigmund	12-18-1918	Trucking 22
Herman Lauble	12-2-1919	Box Shop 21
B. A. Hathaway	12-2-1919	Roofing Plant 21
Romolo Conti	12-27-1919	Flooring Plant 21
Alek Szugai	12-22-1919	Roofing Plant 21
Patrick Daley	12-29-1920	Flooring Plant 20
Arthur D. Colburn	12-1-1925	Box Shop 15
Warren Kumbad	12-28-1925	Roofing Plant 15
Mary E. Patten	12-10-1935	Office 5

PHILLIPSDALE

T. G. Henderson	12-14-1894	Plant 46
Frank Mello	12-14-1915	Plant 25
Adolph Adamonis	12-8-1920	Plant 20

CHICAGO

Bryson J. Overholt	12-5-1913	Office 27
Andrew Spiers	12-1-1935	Office 5

JANUARY, 1941

		Years
Henri E. Davenport	1-1-1898	Office 43
Carl V. Smith	1-1-1901	Paper Mill 40
F. W. Welch	1-16-1901	Box Shop 40
Joseph Knaus	1-24-1902	Paper Mill 39
May Gardner	1-26-1902	Office 39
B. D. Rogers	1-21-1907	Office 34
Panfilo Lacivito	1-12-1912	Roofing Plant 29
H. E. Sawyer, Jr.	1-26-1914	Office 27
George L. Towle	1-7-1916	Box Shop 25
Pasquale Ruscitti	1-15-1917	Retired 24
Edith M. O'Neil	1-16-1917	Office 24
William E. Hale	1-15-1918	Office 23
Joseph Donovan	1-16-1918	Maintenance 23
Austin D. Kilham	1-1-1919	Roofing Salesman 22

Antonio Gugliotta	1-2-1919	Roofing Plant 22
Jesse R. Ghen	1-5-1920	Flooring Plant 21
William J. Boyd	1-5-1920	Flooring Plant 21
Albert W. Smith	1-19-1920	Office 21
James A. Surette	1-26-1920	Roofing Plant 21
Mary C. Kelleher	1-31-1921	Office 20
Nora Feeney	1-8-1926	Box Shop 15
Clarence Russell	1-11-1926	Flooring Plant 15
Katherine Collins	1-19-1931	Box Shop 10
Agnes Fraser	1-29-1931	Box Shop 10
Clement C. Keeler	1-6-1936	Roofing Salesman 5
William Fraser	1-10-1936	Flooring Plant 5

PHILLIPSDALE

Rexford Salisbury	1-6-1909	Plant 32
John H. Nolan	1-15-1917	Plant 24

CHICAGO

Edwin Baldwin	1-19-1921	Plant 20
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SHREVEPORT

Robert Peterson	1-1-1920	Office 21
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BERRY ASPHALT COMPANY

Harold B. Pullar	Jan. 1926	Office 15
W. J. Liechty	1-12-1936	Office 5

ACKNOWLEDGMENTS

The family of the late Mrs. Daniel Henderson acknowledges with grateful appreciation your kind expressions of sympathy.

The family of the late Mrs. Ella Nordstrom gratefully acknowledges the beautiful flowers and your kind expressions of sympathy.

Your kindness and sympathy are deeply appreciated and gratefully acknowledged.

Mr. Carl W. Magnuson,
Mr. and Mrs. Carl H. Magnuson.

We deeply appreciate your thoughtful expression of sympathy which was of the greatest comfort to us in our sorrow.

Mr. E. J. Medbury,
Mr. H. D. Richardson.
(Phillipsdale)

The family of the late Abram L. Young acknowledges with deep appreciation your kind expressions of sympathy.

The family of the late John H. Smith send their sincere thanks and appreciation for the beautiful flowers and the expressions of sympathy.

Mrs. Olive S. Fair,
Mrs. Madeline Murphy,
Mr. J. Louis Smith.

Acknowledging with deep appreciation your comforting expressions of sympathy.
Mr. Francis E. Hall, Phillipsdale.

Your kindness and sympathy are deeply appreciated and gratefully acknowledged.
Mr. Michael O'Malley and family.

Your kind expressions of sympathy during our recent bereavement are gratefully acknowledged and deeply appreciated.
Mrs. Ellen Kelliher and family.

The family of the late Sophie Baranowski acknowledges with deep gratitude your kind expressions of sympathy.

Gratefully acknowledging and thanking you for the flowers and your kind expressions of sympathy.
Mrs. Robert Roy
Miss Jean Roy
Mr. Robert T. Roy



BIRD PRODUCTS



Roofing Division

BIRD Shingles

Master-Bilt Thick Butt
Custom Built
NEPONSET Double Twins American Double Twins Loc-Set Hex-Twins Individuals
Lock-Butt Giant Individuals
Tri-tab Hex Copper-clip

Art Wall Siding Weather-Tex Siding Art-Bric Siding
BIRD Insulated Bric-Siding

BIRD Roll Roofing

Paroid Art-Hex Mineral Surfaced American Ready Old Reliable
Universal Proslate Roofing, Blind Nailed

BIRD Building Papers

NEPONSET Black Saturated and Coated Super Sheathing Economy
Refrigerator Insulating Reenforced Kraft Paper Duplex Kraft

BIRD Wallboard

NEPONSET Wallboard American Wallboard
NEPONSET Tileboard American Wallboard, Green One Side Poster Board

BIRD Specialties

BIRD Built-up Roof Materials BIRD Deadening Felt Tarred Felt Asphalt Felt
Plastic Cement Roof Coating

Flooring Division

BIRD ARMORLITE Rugs and Floor Coverings

BIRD NEPONSET Rug Border

BIRD Economy Rugs BIRD Economy Floor Coverings BIRD Economy Hall Runner

BIRD ARMORLITE Hall Runner

BIRD Lining Felt Economy Lining Felt BIRD Saturated Felt Rubberlike Matting

BIRD CHROMALIN Rugs and Floor Covering

Patterned Plain Jaspé Chromasets

BIRD PERMATRED Floor Covering and Tiles BIRD Chromatile

Box Division

CONTAINER SECTION

Solid Fibre Cases
Corrugated Cases
Sash and Door Wraps
Protector Sheets

BIRD-FIBRE

WOOD FRAME BOX SECTION

Wood Frame Boxes
Reel Lagging

NEW PRODUCTS SECTION

Spring Panel Suspension Boxes
Rug Cases
Wrap Boxes
Drums and Kegs

Carton Division

BIRD Shoe Cartons

Tack and Screw Boxes

NEPONSET Waterproof Paper Flower Pots

Plant Bands

Special Papers Division

Index Pressboard

Socket Lining Paper

Rocket Paper

Cartridge Paper and Wad

Fusee Paper

Chip and News Boards

Mill Wraps and Heads

Dry and Waterproof Papers for Special Purposes

Industrial Filter Paper

Toe Cap Felt

Innersole Board

Cloth Board

Wet Web Saturated Papers



{List of Bird Products on Inside Back Cover}

